The Society of the
Plastics Industry, Inc.

SPI

# LaborSurvey

## Forty Seventh Edition (1985)

Effective Date September 30, 1985

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# Plastics Processing Companies

4750-0021

Sponsored by the Financial Management Committee of SPI

# 1985

# ANNUAL LABOR SURVEY

## Plastics Processing Companies

**FINANCIAL MANAGEMENT COMMITTEE**
**THE SOCIETY OF THE PLASTICS INDUSTRY, INC.**
355 LEXINGTON AVENUE, NEW YORK, N.Y. 10017

## TABLE OF CONTENTS


HIGHLIGHTS OF THE SURVEY ..... Page 1,2
PLANT STATISTICS ..... 3
UNION STATISTICS ..... 3
UNION REPRESENTATION ..... 4,5
REST PERIOD AND LUNCH PAYMENT POLICIES ..... 6
OTHER PAYMENT POLICIES ..... 6
PREMIUMS PAID FOR AFTERNOON SHIFT ..... 7
FRINGE BENEFITS AS PERCENT OF HOURLY RATE ..... 7
PREMIUMS PAID FOR MIDNIGHT SHIFT ..... 8
FRINGE BENEFITS BY TYPE AS PERCENT OF HOURLY RATE ..... 8
NUMBER OF PAID HOLIDAYS ..... 9
VACATION STATISTICS ..... 9
BONUS STATISTICS ..... 10
OTHER FRINGE BENEFITS ..... 10
OTHER FRINGE BENEFITS (Cont'd) ..... 11
TURNOVER STATISTICS ..... 11
SHIFT STATISTICS ..... 12

**SALARIED EMPLOYEES**

CHRISTMAS BONUS PRACTICES ..... 13
PROFIT SHARING AND OTHER INCENTIVE PLANS ..... 13
OVERTIME PAY PROVISIONS ..... 14

**TABLES ON AVERAGE EARNINGS**

COMPARISON OF MEDIAN HOURLY WAGES
OF HOURLY EMPLOYEES:1985 vs. 1984 ..... 15
COMPARISON OF MEDIAN MONTHLY SALARIES
OF SALARIED EMPLOYEES 1985 vs. 1984 ..... 16
HOURLY EMPLOYEES
AVERAGE HOURLY STRAIGHT—TIME EARNINGS
BY JOB CLASSIFICATION AND REGION ..... 17-25
SALARIED EMPLOYEES
AVERAGE MONTHLY SALARY
BY JOB CLASSIFICATION AND REGION ..... 26,27
LIST OF PARTICIPANTS ..... 28-33
JOB DESCRIPTIONS FOR PLASTICS MANUFACTURING PLANTS ..... 35-38
LABOR SURVEY QUESTIONNAIRE ..... 39-44

# HIGHLIGHTS OF THE SURVEY

The forty-seventh Labor Survey summarizes the information submitted by 296 companies in 39 states. The companies employed approximately 27,900 workers as of September 30, 1985, the effective date of the survey. A classification of Companies by region and state is shown below.

| Region | State | Number of Firms |
|---|---|---|
| 1 | Connecticut | 1 |
| | Maine | 1 |
| | Massachusetts | 7 |
| | Rhode Island | 1 |
| | Vermont | 5 |
| | Total | 15 |
| 2 | New Jersey (N.Y. area) | 6 |
| | New York (Metro) | 4 |
| | Total | 10 |
| 3 | Delaware | 1 |
| | Maryland | 2 |
| | New Jersey | 11 |
| | New York (Upstate) | 6 |
| | Pennsylvania | 13 |
| | Total | 33 |
| 4 | Florida | 3 |
| | Georgia | 2 |
| | Kentucky | 1 |
| | Mississippi | 1 |
| | North Carolina | 7 |
| | South Carolina | 7 |
| | Tennessee | 4 |
| | Virginia | 6 |
| | West Virginia | 1 |
| | Total | 32 |
| 5 & 6 | Illinois (Excl Chicago) | 6 |
| | Indiana | 16 |
| | Michigan | 16 |
| | Ohio (Cincinnati-Dayton) | 9 |
| | Ohio | 29 |
| | Wisconsin | 10 |
| | Total | 86 |
| 7 | Illinois (Chicago area) | 12 |
| | Total | 12 |
| 8 | Iowa | 2 |
| | Kansas | 1 |
| | Minnesota | 18 |
| | Missouri | 10 |
| | Nebraska | 4 |
| | Total | 35 |
| 9 | Arkansas | 1 |
| | Louisiana | 1 |
| | Oklahoma | 2 |
| | Texas | 15 |
| | Total | 19 |
| 10 | Arizona | 1 |
| | Colorado | 3 |
| | New Mexico | 1 |
| | Total | 5 |
| 11 | Oregon | 5 |
| | Washington | 10 |
| | Total | 15 |
| 12 | Northern California | 6 |
| | Total | 6 |
| 13 | Southern California | 24 |
| | Total | 24 |
| | Canada | 3 |
| | Hawaii | 1 |
| | **Grand Total** | **296** |

Some of the interesting features of the survey are summarized below:

1. The index number series of wages in the plastics industry since 1968 follows:

| Effective Date | Index of Wages (1968 = 100) |
|---|---|
| August 31, 1968 | 100.0 |
| September 30, 1969 | 106.0 |
| July 31, 1970 | 113.6 |
| December 31, 1971 | 125.0 |
| None - 1972 | No Survey |
| June 30, 1973 | 131.3 |
| October 1, 1974 | 145.5 |
| October 31, 1975 | 166.3 |
| September 30, 1976 | 176.1 |
| September 30, 1977 | 196.5 |
| September 30, 1978 | 204.1 |
| September 30, 1979 | 215.6 |
| September 30, 1980 | 228.5 |
| September 30, 1981 | 244.5 |
| September 30, 1982 | 262.3 |
| September 30, 1983 | 272.8 |
| September 30, 1984 | 279.4 |
| September 30, 1985 | 288.6 |

2. Average straight-time hourly earnings increased for 48 of the 56 jobs that were reported in the 1984 survey. The increases were distributed as follows:

| Increases in Hourly Wages |
|---|
| Less than 5%-25 |
| 5-9%-15 |
| 10-14.9%- 5 |
| 15% & Over - 3 |
| Total - 48 |

There was a decrease in seven jobs largely attributable to the change in mix of reporting firms. The wages for one job remained unchanged.

3. The average rate of turnover continued the rise begun in 1984 to 12.8 percent from 12.1 percent.

4. Fringe benefits as a percentage of hourly wage rates decreased slightly from 40.2 percent in 1984 to 39.4 percent in 1985.

5. The average monthly wage of salaried employees increased for 11 out of 12 positions as follows:

| Increases in Salaries |
|---|
| Less than 5%- 3 |
| 5-9.9%- 6 |
| 10-14.9%- 2 |
| Total-11 |

The salarly for one job decreased.

6. For salaried employees, the proportion of firms offering Christmas bonuses continued to decrease, dropping to 30.3 percent in 1985 from 32.9 percent in 1984. However, profit-sharing plans incresed to 49.6 in 1985 from 48.6 in 1984.

For hourly employees, the proportion of firms giving Christmas bonuses decreased to 36.2 percent in 1985 from 40.6 percent in 1984, reversing the increase between 1983 and 1984.

7. For the first time since 1982, the proportion of unionized firms decreased to 30.3 percent. This compares to 32.9 percent in 1984. Among firms with union contracts 23.5 percent had a cost-of-living clause compared to 22.4 percent in 1984.

8. Dental plans and major medical coverage for employees were the fringe benefits showing the largest proportional increases. The dental plan proportion rose to 44.5 percent from 37.6 percent in 1984. Major medical coverage increased to 96.9 percent from 89.9 percent in 1984. There was, however, a decrease in the proportion of pension plans from 54.0 percent in 1984 to 52.4 percent in 1985.

9. The proportion of firms paying for a lunch period continued to rise, reaching 59.4 percent compared to only 55.8 percent a year ago.

10. The proportion of firms allowing for more than four weeks vacation continued the decrease begun in 1983, declining to 13.2 percent from 16.2 percent in 1984.

The study was prepared under direction of the SPI Financial Management Committee. Dr. Ernest Kurnow of New York University compiled the statistical information and prepared the report for publication.

**About the Financial Management Committee**

The Financial Management Committee is comprised of executives from raw materials and plastics processing firms located throughout the United States. Each representative has an extensive background in manufacturing, finance, credit or accounting. The group meets regularly during the year to discuss industry problems and monitor the various survey programs.

At present, the Committee conducts annual and biennial surveys among the Society's plastic processing companies. In addition to this Labor Survey, they sponsor a Financial and Operating Ratios Survey and a Salary Survey.

Besides the survey work, this group also sponsors workshops, conducts seminars and runs conferences for other Operating Units of the Society.

The Committee sponsored a major project, the development of a four-volume, "Financial Management Manual for Plastics Processor." Volume I covers Manufacturing Cost control; Volume II pertains to Cost Estimating & Pricing; Volume III has to do with Planning (Budgeting, Cash Management, Capital Investment, etc.); and Volume IV refers to Materials Management. The Manual is available for sale through the Society.

For more information on how to become an active member of this important Committee, write to the Staff Director, Financial Management Committee, The Society of the Plastics Industry, 355 Lexington Avenue, New York, N.Y. 10017.

## PLANT STATISTICS

| REGION | COMPANIES REPORTING | TOTAL EMPLOYEES | PLANT SIZE BY EMPLOYEES | | | | | | | HOURS WORKED PER WEEK | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 to 49 | 50 to 99 | 100 to 199 | 200 to 299 | 300 to 399 | 400 to 499 | 500 and over | Low | Avg. | High |
| 1 | 15 | 1,066 | 7 | 5 | 2 | 1 | - | - | - | 40 | 120 | 168 |
| 2 & 3 | 43 | 3,488 | 18 | 14 | 4 | 7 | - | - | - | 40 | 120 | 168 |
| 4 | 32 | 2,439 | 21 | 2 | 5 | 3 | 1 | - | - | 24 | 120 | 168 |
| 5 & 6 | 86 | 13,413 | 21 | 24 | 19 | 9 | 5 | 2 | 6 | 24 | 120 | 168 |
| 7 | 12 | 962 | 6 | 3 | 2 | 1 | - | - | - | 80 | 120 | 168 |
| 8 | 35 | 2,696 | 14 | 11 | 8 | 2 | - | - | - | 40 | 120 | 168 |
| 9 & 10 | 24 | 1,511 | 16 | 4 | 2 | 1 | 1 | - | - | 40 | 120 | 168 |
| 11 & 12 | 21 | 1,046 | 14 | 6 | 1 | - | - | - | - | 40 | 120 | 168 |
| 13 | 24 | 1,262 | 14 | 6 | 4 | - | - | - | - | 40 | 120 | 168 |
| Total | 292 | 27,883 | 131 | 75 | 47 | 24 | 7 | 2 | 6 | 24 | 120 | 168 |
| 1984 | 274 | 25,425 | 117 | 86 | 41 | 19 | 5 | 3 | 3 | 12 | 40 | 168 |

## UNION STATISTICS

| REGION | UNIONIZED | | | LENGTH OF CONTRACT | | | | | | | | WAGE REOPENER CLAUSE | | | MONTH OF CONTRACT EXPIRATION | | | | | | | | | | | | YEAR OF CONTRACT EXPIRATION | | | | | COST OF LIVING INCREASES | | | BASED ON CHANGES IN CONSUMER PRICE INDEX | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | MAXIMUM INCREASE PER HOUR | | | | | | NO. MAX. INCREASE | N.A. |
| | Yes | No | N.A. | 1 Year | 2 Years | 2.5 Years | 3 Years | 3.5 Years | 43 Mos. | 4 Years | N.A. | Yes | No | N.A. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. | N.A. | 1985 | 1986 | 1987 | 1988 | N.A. | Yes | No | N.A. | .10 | .16 | .20 | .25 | .30 | .50 | | |
| 1 | 3 | 11 | 1 | - | - | - | 1 | 1 | - | - | 1 | - | 3 | - | - | 1 | - | 1 | 1 | - | - | - | - | - | - | - | - | - | - | 2 | 1 | - | - | 3 | - | - | - | - | - | - | - | - | - |
| 2 & 3 | 22 | 21 | - | - | 6 | 1 | 14 | - | - | 1 | - | 2 | 20 | - | 1 | - | 2 | 2 | 3 | 2 | - | - | 2 | 3 | 4 | 3 | - | 5 | 5 | 7 | 5 | - | 6 | 16 | - | - | - | - | - | - | - | 1 | 5 |
| 4 | 1 | 28 | 3 | - | - | - | 1 | - | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | 1 | - | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - |
| 5 & 6 | 29 | 56 | 1 | 2 | 4 | - | 20 | - | 1 | 2 | - | 2 | 26 | 1 | - | 3 | 3 | 4 | 1 | 1 | 2 | 2 | 1 | 5 | 3 | 3 | 1 | 4 | 10 | 10 | 4 | 1 | 7 | 21 | 1 | 1 | - | - | 1 | 1 | 1 | 1 | 2 |
| 7 | 3 | 9 | - | - | - | - | 3 | - | - | - | - | - | 3 | - | - | 1 | - | - | - | - | 2 | - | - | - | - | - | - | - | - | 1 | 2 | - | - | 3 | - | - | - | - | - | - | - | - | - |
| 8 | 13 | 20 | 2 | 2 | - | 1 | 10 | - | - | - | - | - | 13 | - | - | 3 | 1 | 4 | 3 | - | - | - | - | 2 | - | - | - | 1 | 3 | 7 | 2 | - | 2 | 11 | - | 1 | - | 1 | - | - | - | - | - |
| 9 & 10 | 4 | 20 | - | - | - | - | 4 | - | - | - | - | - | 4 | - | - | - | - | 2 | - | - | - | - | 1 | - | 1 | - | - | - | 2 | 1 | 1 | - | 1 | 3 | - | - | - | - | - | - | - | 1 | - |
| 11 & 12 | 7 | 14 | - | 1 | - | - | 6 | - | - | - | - | 2 | 5 | - | - | - | 1 | - | 1 | 1 | 1 | - | 1 | - | 2 | - | - | 2 | 3 | - | 2 | - | 4 | 3 | - | - | - | - | - | 1 | - | - | 3 |
| 13 | 4 | 19 | 1 | - | - | - | 4 | - | - | - | - | 1 | 3 | - | - | - | 1 | 1 | - | - | 1 | - | 1 | - | - | - | - | - | 2 | 1 | 1 | - | - | 4 | - | - | - | - | - | - | - | - | - |
| Total | 86 | 198 | 8 | 5 | 10 | 2 | 63 | 1 | 1 | 3 | 1 | 7 | 78 | 1 | 1 | 8 | 8 | 14 | 9 | 4 | 6 | 2 | 6 | 11 | 10 | 6 | 1 | 13 | 25 | 29 | 18 | 1 | 20 | 65 | 1 | 2 | - | 1 | 1 | 2 | 1 | 3 | 10 |
| 1984 | 85 | 173 | 16 | 3 | 16 | 1 | 55 | 1 | - | 5 | 1 | 6 | 78 | 1 | 2 | 8 | 7 | 14 | 5 | 8 | 7 | 3 | 5 | 10 | 10 | 4 | 2 | 26 | 26 | 18 | 1 | 1 | 19 | 66 | - | 2 | 1 | - | 1 | 1 | 1 | 6 | 4 |

## UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY

| NAME OF UNION | REGION | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 1 | 2 & 3 | 4 | 5 & 6 | 7 | 8 | 9 & 10 | 11 & 12 | 13 | Total |
| Allied Industrial Workers | - | - | - | 2 | - | - | - | - | - | 2 |
| Amalgamated Clothing & Textile Workers | 2 | 3 | - | 1 | - | - | - | - | - | 6 |
| Amalgamated Retail, Wholesale & Department Store Workers | - | - | - | 1 | - | - | - | - | - | 1 |
| Cement, Lime & Gypsum Workers | - | 1 | - | - | - | - | - | - | - | 1 |
| Electronic, Electrical, Technical, Salaried Machine Workers | - | - | - | 1 | - | - | - | - | - | 1 |
| General Industrial, Liquor Workers | - | - | - | - | 1 | - | - | - | - | 1 |
| Graphic Communications Workers | - | - | - | - | - | 1 | - | - | - | 1 |
| Int'l Assn. of Machinists & Aerospace Workers | - | 1 | - | 1 | - | 2 | - | 1 | - | 5 |
| Int'l Brotheroood of Electrical Workers | - | 1 | - | - | - | 2 | - | - | - | 3 |
| Int'l Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers | - | 3 | 1 | 4 | - | 1 | 2 | 1 | 2 | 14 |
| Int'l Chemical Workers | - | - | - | 1 | - | 1 | - | - | - | 2 |
| Int'l Electric, Radio & Machine Workers | - | 1 | - | - | - | - | - | - | - | 1 |
| Int'l Leather Goods, Plastic & Novelty Workers | - | - | - | 1 | - | - | - | - | - | 1 |
| Int'l Molders & Allied Workers | - | - | - | - | - | 2 | - | - | - | 2 |
| Luggage & Handbag Workers | - | - | - | - | - | - | - | - | 1 | 1 |
| MESA | - | - | - | 1 | - | - | - | - | - | 1 |
| Oil, Chemical & Atomic Workers | - | - | - | 1 | - | - | - | - | - | 1 |
| Production Workers Union | - | 1 | - | 1 | 1 | - | - | - | - | 3 |

## UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY (Cont'd)

| NAME OF UNION | REGION | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 1 | 2 & 3 | 4 | 5 & 6 | 7 | 8 | 9 & 10 | 11 & 12 | 13 | Total |
| Plastic Workers Union | - | - | - | - | 1 | - | - | - | - | 1 |
| Sheet Metal Workers | - | - | - | - | - | - | - | 2 | - | 2 |
| Tool & Die Mold Makers | - | 1 | - | - | - | - | - | - | - | 1 |
| United Aluminum, Brick & Glass Workers | - | - | - | - | - | - | - | 1 | - | 1 |
| United Automobile Workers | - | 1 | - | 8 | - | 1 | - | - | - | 10 |
| United Brotherhood of Carpenters & Joiners | - | 1 | - | - | - | - | - | - | - | 1 |
| United Food & Commercial Workers | - | - | - | - | - | 1 | - | - | - | 1 |
| United Furniture Workers | - | - | - | 1 | - | - | - | - | - | 1 |
| United Paperworkers, Int'l. | - | 1 | - | - | - | - | - | - | - | 1 |
| United Rubber Workers | - | - | - | 1 | - | - | - | - | 1 | 2 |
| United Rubber, Cork, Linoleum & Plastic Workers | - | 1 | - | 3 | - | - | - | - | - | 4 |
| United Steel Workers of America | - | 4 | - | 1 | - | 1 | 2 | - | - | 8 |
| United Textile Workers | - | 1 | - | - | - | 1 | - | - | - | 2 |
| Warehouse Union | - | - | - | - | - | - | - | 1 | - | 1 |
| No Response | 1 | 1 | - | - | - | - | - | 1 | - | 3 |
| TOTAL | 3 | 22 | 1 | 29 | 3 | 13 | 4 | 7 | 4 | 86 |
| 1984 | 3 | 20 | 1 | 38 | 6 | 10 | 3 | 1 | 3 | 85 |
| | | | | | | | | | | |

## REST PERIOD AND LUNCH PAYMENT POLICIES

| REGION | PAYMENT FOR EMPLOYMENT REST PERIOD | | | LENGTH OF DAILY REST PERIOD (IN MINUTES PER PERIOD) | | | | | | | | | | NO. OF REST PERIODS PER SHIFT | | | | | | | | PAYMENT FOR LUNCH PERIOD | | | LENGTH OF PAID LUNCH PERIOD (IN MINUTES) | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Yes | No | N.A. | 5 | 10 | 12 | 12.5 | 15 | 18 | 20 | 25 | 30 | Varies | N.A | 1 | 2 | 3 | 4 | 8 | Varies | N.A. | Yes | No | N A | 5 | 10 | 12 | 15 | 18 | 20 | 25 | 30 | 60 | N.A. |
| 1 | 15 | - | - | 1 | 10 | - | - | 2 | - | 2 | - | - | - | - | 1 | 13 | 1 | - | - | - | - | 8 | 3 | 4 | - | - | - | 1 | - | 6 | - | 1 | - | - |
| 2 & 3 | 42 | - | 1 | 1 | 31 | - | - | 6 | 1 | 5 | - | 1 | - | - | 5 | 29 | 7 | - | 1 | - | - | 23 | 16 | 4 | 1 | - | - | 1 | 1 | 10 | - | 10 | - | - |
| 4 | 30 | 1 | 1 | - | 19 | - | - | 10 | - | 3 | - | - | - | - | 2 | 22 | 6 | - | - | - | - | 18 | 6 | 8 | 2 | - | - | 2 | - | 8 | - | 5 | - | 1 |
| 5 & 6 | 86 | - | - | - | 65 | - | - | 18 | - | 4 | 2 | - | - | 1 | 6 | 76 | 3 | 1 | - | - | 1 | 55 | 23 | 8 | - | - | - | 5 | - | 31 | 3 | 11 | - | 5 |
| 7 | 12 | - | - | - | 9 | - | - | 2 | - | - | - | 1 | - | 1 | 2 | 8 | 2 | - | - | - | 1 | 6 | 2 | 4 | - | - | - | - | - | 2 | 1 | 3 | - | - |
| 8 | 35 | - | - | 1 | 19 | 1 | - | 14 | - | 1 | - | 1 | 1 | - | 2 | 28 | 4 | - | - | 1 | - | 17 | 14 | 4 | - | - | - | 5 | - | 8 | - | 4 | - | - |
| 9 & 10 | 20 | 3 | 1 | - | 8 | 1 | 1 | 6 | - | 4 | - | - | - | - | 1 | 18 | 1 | - | - | - | - | 8 | 11 | 5 | - | - | - | - | 1 | 4 | - | 3 | - | - |
| 11 & 12 | 20 | 1 | - | - | 11 | - | - | 8 | - | 1 | - | 2 | - | - | 1 | 17 | 2 | - | - | - | - | 3 | 12 | 6 | - | - | - | - | - | - | - | 3 | - | - |
| 13 | 22 | 1 | 1 | - | 14 | - | - | 6 | - | 1 | - | 1 | - | - | 1 | 21 | - | - | - | - | - | 7 | 12 | 5 | - | - | - | - | - | 2 | - | 4 | - | 1 |
| Total | 282 | 6 | 4 | 3 | 186 | 2 | 1 | 72 | 1 | 21 | 2 | 6 | 1 | - | 21 | 232 | 26 | 1 | 1 | 1 | 2 | 145 | 99 | 48 | 3 | - | - | 14 | 2 | 71 | 4 | 44 | - | 7 |
| 1984 | 269 | 5 | - | 6 | 176 | 2 | - | 67 | 1 | 14 | 1 | 6 | 1 | 7 | 20 | 216 | 25 | 1 | - | 4 | 5 | 126 | 100 | 48 | - | 1 | 1 | 11 | 1 | 70 | 3 | 37 | 1 | 1 |

## OTHER PAYMENT POLICIES

| REGION | PIECE WORK PAY | | | | | | PAYMENT FOR SICK DAYS | | | NO. OF PAID SICK DAYS | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MOLDERS | | | FINISHERS | | | | | | | | | | | | | | | | | | | | | | | | |
| | Yes | No | N.A. | Yes | No. | N.A. | Yes | No | N.A. | 1.5 | 2 | 3 | 3.5 | 3.75 | 4 | 5 | 6 | 6.25 | 7 | 8 | 8.5 | 10 | 12 | 14 | 40 | 26 Weeks | Length of Service |
| 1 | - | 13 | 2 | - | 13 | 2 | 1 | 3 | 11 | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - |
| 2 & 3 | 2 | 36 | 5 | 2 | 38 | 3 | 14 | 3 | 26 | - | 3 | 1 | - | - | 1 | 6 | 1 | - | - | 1 | 1 | - | - | - | - | - | - |
| 4 | - | 27 | 5 | - | 26 | 6 | 2 | 7 | 23 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - |
| 5 & 6 | 4 | 79 | 3 | 2 | 80 | 4 | 11 | 21 | 54 | - | - | 1 | - | - | 1 | 1 | 2 | - | 1 | - | - | 1 | - | 1 | - | 2 | - |
| 7 | 2 | 10 | - | - | 11 | 1 | 2 | 4 | 6 | - | - | 1 | - | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - |
| 8 | - | 33 | 2 | - | 33 | 2 | 10 | 9 | 16 | - | 2 | 2 | 2 | - | - | - | 2 | - | - | - | - | - | - | - | - | - | 2 |
| 9 & 10 | 1 | 21 | 2 | - | 22 | 2 | 6 | 2 | 16 | - | - | 1 | - | - | - | 2 | 3 | - | - | -- | - | - | - | - | - | - | . |
| 11 & 12 | 1 | 18 | 2 | 1 | 18 | 2 | 6 | 4 | 11 | - | - | - | - | 1 | - | 2 | 1 | - | - | - | - | - | 1 | - | 1 | - | - |
| 13 | - | 23 | 1 | - | 21 | 3 | 9 | 4 | 11 | - | - | 1 | - | - | - | 5 | 2 | - | 1 | - | - | - | - | - | - | - | 1 |
| Total | 10 | 260 | 22 | 5 | 262 | 25 | 61 | 57 | 174 | - | 5 | 8 | 2 | 1 | 3 | 19 | 11 | - | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 3 |
| 1984 | 11 | 250 | 13 | 7 | 248 | 19 | 65 | 53 | 156 | 2 | 3 | 2 | 2 | - | 1 | 18 | 22 | 1 | 2 | 1 | - | - | 1 | 1 | - | 4 | 4 |

## PREMIUMS PAID FOR AFTERNOON SHIFT

| REGION | N.A | .05 | .07 | .075 | .08 | .10 | .12 | .13 | .14 | .15 | .16 | .17 | .18 | .19 | .20 | .21 | .22 | .23 | .24 | .25 | .28 | .30 | .35 | .37 | .40 | .50 | 1.00 | 2.5% | 3.5% | 4% | 5% | 6% | 7% | 8% | 9% | 10% | 12% | 20% | Mon. Rate | 2.5 Hrs. Pay Per Week |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 1 | - | - | - | - | - | - | - | 1 | - | - | - | - | 3 | - | - | - | - | 3 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | 1 | - | - | - |
| 2 & 3 | 3 | 1 | 1 | 1 | 1 | 5 | 2 | 1 | 1 | 4 | - | - | - | 1 | 8 | - | - | 1 | 1 | 2 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | - | - | 2 | - |
| 4 | 3 | 2 | - | - | - | 7 | 1 | - | | 3 | - | - | - | - | 3 | - | - | - | - | 3 | - | - | 1 | - | - | 1 | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| 5 & 6 | 5 | 9 | 2 | - | 1 | 16 | 3 | - | 3 | 16 | 1 | 1 | 1 | - | 8 | - | - | - | - | 5 | - | 1 | 1 | 1 | - | - | - | - | 1 | 2 | - | - | 1 | - | - | - | - | - | - | - |
| 7 | 1 | - | - | - | - | 3 | - | - | - | 1 | - | - | - | - | 2 | - | - | - | - | - | - | 1 | - | - | - | - | 1 | - | - | - | - | - | - | - | 1 | - | - | -- | - | - |
| 8 | 1 | 1 | - | - | - | 8 | - | - | - | 12 | - | - | - | 1 | 3 | - | - | - | - | 2 | - | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 9 & 10 | 1 | - | - | - | - | 5 | - | - | - | 4 | - | - | - | - | 2 | - | - | - | - | 3 | 1 | - | - | - | - | 1 | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - |
| 11 & 12 | 1 | - | - | - | - | 1 | 2 | - | - | 1 | - | 1 | - | - | 7 | - | - | - | 1 | 1 | - | - | 1 | - | - | - | - | - | - | - | 2 | - | - | - | - | - | - | - | - | - |
| 13 | 3 | - | - | - | - | 6 | - | - | - | 2 | - | - | - | - | 1 | - | - | - | - | 2 | - | - | 1 | - | 1 | - | - | - | - | - | - | - | 1 | - | - | - | - | - | 2 | |
| Total | 20 | 14 | 3 | 1 | 2 | 51 | 8 | 1 | 4 | 44 | 1 | 2 | 1 | 2 | 37 | - | - | 1 | 2 | 21 | 1 | 5 | 5 | 1 | 1 | 2 | 1 | - | 1 | 2 | 3 | - | 1 | 3 | 1 | 3 | 1 | - | 2 | 2 |
| 1984 | 26 | 13 | 3 | - | 3 | 64 | 8 | 2 | 2 | 37 | - | 2 | 2 | 1 | 23 | 2 | 1 | - | 1 | 15 | - | 9 | 3 | 1 | 1 | - | 1 | 1 | 1 | 2 | 3 | 1 | 1 | 5 | 1 | 4 | - | 1 | 2 | - |

## FRINGE BENEFITS AS PERCENT OF HOURLY RATE

| REGION | N.A. | PERCENT OF HOURLY RATE | | | | | | | | MEDIAN % |
|---|---|---|---|---|---|---|---|---|---|---|
| | | 0-9.9 | 10-19.9 | 20-29.9 | 30-34.9 | 35.0-39.9 | 40.0-44.9 | 45.0-49.9 | 50.0 & Over | |
| 1 | 6 | - | - | - | 4 | 2 | 1 | - | 2 | 30.0 |
| 2 & 3 | 15 | - | - | 2 | 5 | 5 | 5 | 3 | 8 | 41.0 |
| 4 | 10 | - | - | 4 | 5 | 5 | 2 | 2 | 4 | 37.7 |
| 5 & 6 | 11 | - | - | 8 | 9 | 16 | 15 | 9 | 18 | 40.6 |
| 7 | 7 | - | - | 1 | - | 1 | 2 | - | 1 | 40.4 |
| 8 | 8 | - | - | 4 | 4 | 9 | 4 | 1 | 5 | 38.1 |
| 9 & 10 | 4 | - | 2 | 2 | 2 | 5 | 3 | 3 | 3 | 38.0 |
| 11 & 12 | 7 | 1 | 3 | 2 | 1 | 2 | 1 | 2 | 2 | 33.8 |
| 13 | 10 | - | 2 | 2 | 2 | 1 | 3 | - | 4 | 39.8 |
| Total | 78 | 1 | 7 | 25 | 32 | 46 | 36 | 20 | 47 | 39.4 |
| 1984 | 74 | 2 | 7 | 24 | 30 | 33 | 27 | 33 | 44 | 40.2 |

## PREMIUMS PAID FOR MIDNIGHT SHIFT

| REGION | N.A. | .05 | .07 | .09 | .10 | .12 | .15 | .16 | .17 | .18 | .19 | .20 | .21 | .22 | .23 | .24 | .25 | .26 | .27 | .30 | .32 | .33 | .35 | .37 | .38 | .40 | .45 | .50 | .65 | $1.00 | 3.5% | 3.6% | 5.0% | 7.0% | 8.0% | 10% | 12% | 12.5% | 15.0% | 20.0% | 24.0% | 40.0% | Monthly Rate | 5 Hrs. Pay Per Week |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | - | - | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | 3 | - | - | 2 | - | - | 1 | - | - | 1 | - | - | - | - | - | - | - | - | - | 2 | 2 | - | - | - | - | - | - | - |
| 2 & 3 | 4 | - | - | - | 1 | 1 | 7 | 1 | 1 | - | 1 | 3 | - | 1 | - | 1 | 3 | 1 | 1 | 3 | - | - | 1 | - | - | 4 | - | - | - | - | - | 1 | - | - | - | 1 | - | - | 1 | - | - | - | 2 | - |
| 4 | 2 | 1 | - | - | - | - | 4 | - | 1 | - | - | 4 | - | - | - | 1 | 6 | - | - | 2 | - | - | - | - | - | 1 | - | 2 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| 5 & 6 | 4 | 1 | - | 1 | 10 | 1 | 17 | 2 | 2 | 1 | 2 | 14 | 1 | - | 1 | 1 | 7 | - | - | 4 | - | - | 1 | 1 | 1 | 1 | 1 | - | - | - | 1 | - | 1 | - | 1 | 1 | - | - | - | - | - | - | - | - |
| 7 | - | - | - | - | - | - | 2 | - | - | - | - | 2 | - | - | - | - | 1 | - | - | 1 | - | - | 1 | - | - | - | - | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | - | - | - | - | - |
| 8 | 3 | - | - | - | 2 | 1 | 4 | - | - | - | - | 4 | - | 1 | - | 1 | 8 | - | 1 | 3 | - | - | - | - | - | - | - | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 9 & 10 | 3 | - | - | - | - | - | 2 | - | - | - | - | 5 | - | - | - | - | 2 | - | - | 1 | - | 1 | - | - | - | 1 | - | 1 | - | - | - | - | - | 1 | 1 | - | - | - | - | - | - | - | - | - |
| 11 & 12 | 3 | - | - | - | - | - | 1 | - | - | - | - | - | - | 1 | - | 1 | 2 | - | - | 4 | 1 | - | 1 | - | - | 2 | - | - | - | - | - | - | 1 | 1 | - | - | - | - | - | - | - | - | - | - |
| 13 | 2 | - | - | - | - | - | 2 | - | - | - | - | 3 | 1 | - | - | - | 3 | - | - | 2 | - | - | 1 | - | - | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 2 |
| Total | 21 | 2 | 1 | 1 | 14 | 3 | 39 | 2 | 4 | 1 | 3 | 35 | 2 | 3 | 1 | 5 | 35 | 1 | 2 | 22 | 1 | 1 | 6 | 1 | 1 | 10 | 1 | 7 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 5 | 3 | - | 2 | - | 1 | - | 2 | 2 |
| 1984 | 16 | 1 | 2 | 1 | 20 | 2 | 42 | 4 | 4 | 2 | 3 | 36 | 3 | 2 | 1 | 6 | 33 | 1 | - | 13 | 4 | - | 8 | 1 | 1 | 6 | 3 | 6 | - | 1 | 1 | - | 3 | 1 | 1 | 4 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | - |

## FRINGE BENEFITS BY TYPE AS PERCENT OF HOURLY RATE

| REGION | MEDIAN PERCENTAGE OF FRINGE BENEFITS TO AVERAGE HOURLY EARNINGS | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | F.I.C.A. | State Unemployment Comp. | Federal Unemployment Comp. | Overtime Premium | Paid Vacation | Workmen's Comp. | Paid Holiday | Paid Sick Days | Paid Funeral & Jury Duty Leave | Christmas Bonus [Or Gifts] | Paid Lunch & Rest Periods | Paid Health & Insurance Plans | Shift Differential | Pension Plan | Profit Sharing | Other |
| 1 | 7.1 | 3.7 | 0.9 | 3.7 | 3.8 | 1.6 | 2.9 | 1.9 | 0.1 | 1.0 | 6.0 | 5.0 | 1.4 | 2.9 | 2.0 | - |
| 2 & 3 | 7.1 | 3.0 | 0.8 | 4.5 | 4.7 | 2.9 | 3.1 | 1.2 | 0.1 | 3.8 | 4.8 | 8.3 | 1.0 | 1.9 | 3.0 | 0.6 |
| 4 | 7.1 | 2.3 | 0.6 | 3.3 | 3.7 | 2.3 | 2.3 | 1.0 | 0.8 | 1.6 | 3.6 | 9.3 | 1.0 | 1.0 | 11.2 | 4.4 |
| 5 & 6 | 7.1 | 2.6 | 0.7 | 4.1 | 4.4 | 2.6 | 3.8 | 1.1 | 0.2 | 0.8 | 6.9 | 8.4 | 1.1 | 2.3 | 5.0 | 1.1 |
| 7 | 7.1 | 5.4 | 1.3 | 2.1 | 4.6 | 4.1 | 3.6 | 0.6 | 0.1 | 2.8 | 4.8 | 9.3 | 4.5 | 4.6 | 3.8 | 3.7 |
| 8 | 7.1 | 2.6 | 0.8 | 2.2 | 4.0 | 2.9 | 3.3 | 1.2 | 0.1 | 2.2 | 5.7 | 6.4 | 1.6 | 2.0 | 7.5 | 2.0 |
| 9&10 | 7.1 | 2.4 | 0.8 | 3.0 | 3.8 | 5.2 | 2.6 | 1.3 | 0.1 | 2.0 | 4.1 | 8.0 | 2.7 | 1.9 | 4.2 | 4.6 |
| 11&12 | 7.1 | 3.3 | 0.6 | 1.8 | 2.8 | 4.1 | 3.0 | 0.5 | 0.4 | 0.2 | 4.2 | 7.0 | 3.8 | 1.6 | 2.0 | - |
| 13 | 7.1 | 2.7 | 0.8 | 1.8 | 3.6 | 5.7 | 3.0 | 1.5 | - | 1.0 | 4.6 | 7.3 | 0.3 | 1.1 | 4.1 | 6.9 |
| Total | 7.1 | 2.8 | 0.8 | 3.6 | 4.3 | 3.0 | 3.4 | 1.2 | 0.2 | 1.3 | 6.1 | 8.3 | 1.2 | 2.2 | 4.6 | 1.7 |
| 1984 | 7.0 | 2.7 | 0.8 | 3.7 | 4.1 | 3.3 | 3.4 | 1.2 | 0.1 | 1.0 | 6.0 | 8.7 | 1.4 | 2.0 | 3.3 | 1.1 |

## NUMBER OF PAID HOLIDAYS

| REGION | FULL DAYS | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | None | 5 | 6 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | 10.5 | 11 | 12 | 13 | 14 | 15 | 16 | N.A. |
| 1 | - | - | - | 1 | - | - | - | 2 | 2 | 4 | 1 | - | 1 | - | - | - | - | 4 |
| 2 & 3 | - | 1 | - | 3 | - | 1 | 1 | 5 | - | 13 | - | 7 | 6 | 1 | 1 | - | - | 4 |
| 4 | - | 2 | 2 | 5 | 1 | 2 | - | 7 | - | 4 | - | - | 1 | - | - | - | - | 8 |
| 5 & 6 | - | - | 2 | 5 | 1 | 7 | - | 15 | - | 22 | - | 12 | 4 | 5 | 2 | 1 | 1 | 9 |
| 7 | - | - | 2 | - | - | 3 | - | 1 | - | 2 | - | - | - | - | - | - | - | 4 |
| 8 | - | - | 1 | 5 | 2 | 1 | - | 3 | - | 16 | - | 1 | 1 | 1 | - | - | - | 4 |
| 9 & 10 | 1 | 2 | 2 | 6 | - | 1 | - | 2 | - | 4 | - | - | 1 | - | - | - | - | 5 |
| 11 & 12 | - | - | - | 1 | - | 8 | - | 4 | - | 1 | - | 2 | - | - | - | - | - | 5 |
| 13 | - | - | 3 | 2 | - | - | - | 6 | - | 7 | - | 2 | - | - | - | - | - | 4 |
| Total | 1 | 5 | 12 | 28 | 4 | 23 | 1 | 45 | 2 | 73 | 1 | 24 | 14 | 7 | 3 | 1 | 1 | 47 |
| 1984 | - | 3 | 10 | 21 | - | 30 | - | 49 | - | 67 | - | 26 | 14 | 3 | 2 | 1 | - | 48 |

## VACATION STATISTICS

| REGION | PAID VACATION | | | REQUIRED YEARS OF SERVICE FOR | | | | | | | | | | | | | | | | |

## BONUS STATISTICS

| REGION | PAY CHRISTMAS BONUS | | | AMOUNT OR BASIS FOR CHRISTMAS BONUS | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Yes | No | N.A. | Under 1 Week Earnings | 1 Weeks Earnings | 1½ Weeks Earnings | 2 Weeks Earnings | Over 2 Weeks Earnings | Job Performance | Attendance | Length of Service | Emp. Earnings | Flat Amt. | Position in Company | Company Profits | Gift | Extra Vacation Time | Profit Sharing | Company Formula | Sales Volume | Mgt. Discretion | Merit | N.A. |
| 1 | 3 | 8 | 4 | - | - | - | 1 | - | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - |
| 2 & 3 | 12 | 27 | 4 | 4 | 3 | 1 | 1 | 1 | - | - | - | - | - | - | - | 1 | - | - | - | - | 1 | - | - |
| 4 | 7 | 17 | 8 | 2 | 1 | - | - | 1 | - | - | 2 | - | - | - | - | 1 | - | - | - | - | - | - | - |
| 5 & 6 | 33 | 46 | 7 | 10 | 4 | - | 2 | - | 1 | 1 | 2 | - | 9 | - | - | 3 | - | 2 | 1 | - | - | - | 1 |
| 7 | 3 | 5 | 4 | - | - | - | 1 | - | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| 8 | 9 | 22 | 4 | 3 | - | - | - | 1 | - | - | 1 | - | - | - | - | 4 | - | - | - | - | - | - | - |
| 9 & 10 | 7 | 11 | 6 | 2 | - | - | - | - | - | - | 1 | 2 | - | - | - | - | - | - | - | 1 | - | 1 | - |
| 11 & 12 | 8 | 8 | 5 | - | 3 | - | - | - | - | - | - | 1 | - | - | - | 2 | - | - | - | - | 2 | - | - |
| 13 | 7 | 13 | 4 | 3 | - | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - | - | - | - | - | - | 1 |
| Total | 89 | 157 | 46 | 24 | 11 | 1 | 5 | 3 | 2 | 1 | 9 | 4 | 10 | - | - | 12 | - | 2 | 1 | 1 | 3 | 1 | 2 |
| 1984 | 90 | 129 | 55 | 32 | 10 | 1 | 4 | - | 3 | - | 10 | 4 | 5 | 1 | 3 | 13 | 1 | 3 | 1 | - | - | - | 1 |

## OTHER FRINGE BENEFITS

| REGION | GROUP LIFE INSURANCE | | | | DENTAL | | | | BASIC MEDICAL—EMPLOYEE | | | | BASIC MEDICAL—DEPENDENTS | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Paid by Co. in Full | Company and Employee Share | Paid by Employee in Full | No Provision For | Paid by Co. in Full | Company and Employee Share | Paid by Employee in Full | No Provision For | Paid by Co. in Full | Company and Employee Share | Paid by Employee in Full | No Provision For | Paid by Co. in Full | Company and Employee Share | Paid by Employee in Full | No Provision For |
| 1 | 11 | 3 | - | 1 | 3 | - | - | 12 | 9 | 3 | - | 3 | 2 | 10 | - | 3 |
| 2 & 3 | 38 | 2 | - | 3 | 12 | 6 | - | 25 | 30 | 9 | - | 4 | 22 | 16 | - | 5 |
| 4 | 26 | 3 | - | 3 | 5 | 5 | 1 | 21 | 20 | 6 | - | 6 | 7 | 7 | 10 | 8 |
| 5 & 6 | 71 | 11 | - | 4 | 20 | 11 | 2 | 53 | 54 | 23 | - | 9 | 33 | 31 | 12 | 10 |
| 7 | 6 | 6 | - | - | 3 | 2 | - | 7 | 6 | 5 | - | 1 | 2 | 6 | 3 | 1 |
| 8 | 28 | 5 | - | 2 | 5 | 13 | - | 17 | 20 | 10 | - | 5 | 9 | 15 | 6 | 5 |
| 9 & 10 | 20 | 2 | 1 | 1 | 7 | 4 | 1 | 12 | 16 | 3 | 1 | 4 | 5 | 8 | 7 | 4 |
| 11 & 12 | 19 | 1 | - | 1 | 12 | 4 | 2 | 3 | 14 | 3 | - | 4 | 6 | 9 | 1 | 5 |
| 13 | 16 | 4 | - | 4 | 8 | 4 | - | 12 | 13 | 5 | - | 6 | 3 | 9 | 3 | 9 |
| Total | 235 | 37 | 1 | 19 | 75 | 49 | 6 | 162 | 182 | 67 | 1 | 42 | 89 | 111 | 42 | 50 |
| 1984 | 213 | 30 | 7 | 24 | 58 | 45 | 7 | 164 | 171 | 53 | 2 | 48 | 87 | 93 | 43 | 51 |

| REGION | MAJOR MEDICAL-EMPLOYEE | | | | MAJOR MEDICAL-DEPENDENTS | | | | INCOME-PROTECTION FOR WAGE INDEMNITY | | | | PENSIONS | | | | PROFIT SHARING | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Paid by Company in Full | Company and Employee Share | Paid by Company in Full | No Provision For | Paid by Company in Full | Company and Employee Share | Paid by Employee in Full | No Provision For | Paid by Co. in Full | Company and Employee Share | Paid by Employee in Full | No Provision For | Paid by Company in Full | Company and Employee Share | Paid by Employee in Full | No Provision For | Paid by Company in Full | Company and Employee Share | No Provision For |
| 1 | 11 | 3 | - | 1 | 4 | 10 | - | 1 | 10 | 4 | - | 1 | 8 | - | - | 7 | 6 | - | 9 |
| 2 & 3 | 34 | 8 | - | 1 | 26 | 15 | - | 2 | 17 | 4 | - | 22 | 23 | 5 | - | 15 | 11 | - | 32 |
| 4 | 25 | 6 | - | 1 | 11 | 8 | 10 | 3 | 15 | 2 | - | 15 | 13 | 3 | - | 16 | 13 | - | 19 |
| 5 & 6 | 56 | 27 | - | 3 | 34 | 35 | 13 | 4 | 60 | 12 | - | 14 | 47 | 2 | - | 37 | 22 | 7 | 57 |
| 7 | 7 | 5 | - | - | 2 | 7 | 3 | 1 | 5 | 5 | - | 2 | 3 | 1 | - | 8 | 7 | - | 5 |
| 8 | 22 | 11 | - | 2 | 9 | 15 | 8 | 2 | 20 | 3 | - | 12 | 14 | 4 | 1 | 16 | 10 | 2 | 23 |
| 9 & 10 | 20 | 2 | 1 | 1 | 9 | 7 | 7 | 1 | 10 | 1 | - | 13 | 15 | 1 | - | 8 | 8 | - | 16 |
| 11 & 12 | 16 | 4 | - | 1 | 7 | 11 | 1 | 2 | 12 | - | - | 9 | 4 | - | - | 17 | 9 | - | 12 |
| 13 | 14 | 6 | - | 4 | 5 | 11 | 4 | 4 | 3 | - | 1 | 20 | 7 | 1 | 1 | 15 | 6 | 1 | 17 |
| Total | 205 | 72 | 1 | 14 | 107 | 119 | 46 | 20 | 152 | 31 | 1 | 108 | 134 | 17 | 2 | 139 | 92 | 10 | 190 |
| 1984 | 180 | 64 | 2 | 28 | 93 | 102 | 46 | 33 | 132 | 27 | 4 | 111 | 134 | 14 | - | 125 | 74 | 10 | 190 |

## TURNOVER STATISTICS---HOURLY EMPLOYEES

| REGION | RATE OF TURNOVER (IN PERCENT) | | | | | | | | | | | | AVERAGE RATE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No Change | LESS THAN 1 | 1–9 | 10-19 | 20-29 | 30-39 | 40-49 | 50-74 | 75-99 | 100-149 | 150 & Over | N.A. | |
| 1 | - | 1 | 3 | 1 | 2 | 1 | - | 2 | - | - | - | 5 | 15.0 |
| 2 & 3 | 2 | 1 | 11 | 5 | 5 | - | 1 | 4 | 1 | 1 | 2 | 10 | 13.8 |
| 4 | 1 | 1 | 6 | 3 | 4 | - | 1 | 5 | - | - | 1 | 10 | 20.0 |
| 5 & 6 | 4 | 4 | 32 | 10 | 6 | 4 | 6 | 1 | - | - | 3 | 16 | 7.0 |
| 7 | - | - | 1 | 2 | 3 | 3 | - | - | - | - | - | 3 | 20.0 |
| 8 | 5 | - | 6 | 5 | 4 | 2 | 1 | 5 | - | 1 | - | 6 | 10.0 |
| 9 &10 | 1 | - | 5 | 4 | - | 2 | 1 | 4 | 3 | 1 | - | 3 | 30.2 |
| 11 &12 | - | 1 | 3 | 3 | 2 | 1 | 2 | 3 | 1 | - | - | 5 | 20.0 |
| 13 | 1 | 1 | 4 | 6 | 1 | 3 | 1 | 3 | 1 | 1 | - | 2 | 17.1 |
| Total | 14 | 9 | 71 | 39 | 27 | 16 | 13 | 27 | 6 | 4 | 6 | 60 | 12.8 |
| 1984 | 10 | 4 | 67 | 45 | 20 | 14 | 8 | 16 | 10 | 2 | 5 | 73 | 12.1 |

## SHIFT STATISTICS

| REGION | NO. OF SHIFTS OPERATED | | | | | | | | LENGTH OF HOURS IN AVERAGE SHIFT | | | | | | | | | | | | | | ROTATE SHIFTS | | | PAY PREMIUMS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1 | 1.5 | 2 | 3 | 4 | 5 | 7 | N.A. | 4.5 | 6.2 | 6.5 | 7.0 | 7.5 | 7.75 | 8.0 | 8.5 | 9.0 | 9.5 | 10.0 | 10.5 | 12.0 | N.A. | Yes | No | N.A. | Yes | No | N.A. |
| 1 | 1 | - | 2 | 12 | - | - | - | - | - | - | - | - | - | - | 13 | 1 | 1 | - | 1 | - | - | - | | 15 | - | 13 | 1 | 1 |
| 2 & 3 | 7 | - | 6 | 26 | 2 | - | - | 2 | - | - | - | - | - | - | 35 | - | - | - | 3 | - | 5 | - | 8 | 35 | - | 38 | 4 | 1 |
| 4 | 2 | 1 | 9 | 18 | 1 | - | - | 2 | - | - | - | - | - | - | 24 | - | - | - | 1 | - | 7 | 1 | 4 | 27 | 1 | 25 | 5 | 2 |
| 5 & 6 | 4 | - | 10 | 70 | 1 | - | 1 | - | - | - | 1 | - | 7 | - | 79 | 2 | | - | 2 | - | 3 | 1 | 4 | 80 | 2 | 78 | 7 | 1 |
| 7 | - | - | 2 | 10 | - | - | - | - | - | - | - | - | | 1 | 10 | 1 | - | - | 1 | - | - | - | 2 | 10 | - | 10 | 2 | - |
| 8 | - | - | 8 | 24 | - | - | 1 | 2 | - | 1 | - | 1 | | - | 30 | 2 | - | - | 4 | - | 4 | - | 4 | 30 | 1 | 31 | 4 | - |
| 9 & 10 | 5 | - | 4 | 14 | - | - | - | 1 | 1 | - | - | - | | | 17 | - | 2 | 1 | 4 | - | 2 | 1 | 1 | 22 | 1 | 18 | 5 | 1 |
| 11 & 12 | 3 | - | 5 | 11 | 1 | - | - | 1 | - | - | - | - | 1 | - | 18 | 1 | 1 | - | 1 | - | - | - | 3 | 16 | 2 | 18 | 2 | 1 |
| 13 | 3 | - | 3 | 17 | 1 | - | - | - | - | - | - | 1 | 4 | - | 21 | 2 | 1 | - | - | | 1 | - | 3 | 21 | - | 19 | 5 | - |
| Total | 25 | 1 | 49 | 202 | 6 | - | 2 | 8 | 1 | 1 | 1 | 2 | 12 | 1 | 247 | 9 | 5 | 1 | 17 | - | 22 | 3 | 29 | 256 | 7 | 250 | 35 | 7 |
| 1984 | 30 | - | 46 | 188 | 5 | 1 | 1 | 4 | - | 1 | - | 3 | 9 | - | 223 | 6 | 7 | 2 | 14 | 1 | 25 | 5 | 22 | 247 | 5 | 242 | 26 | 6 |

## CHRISTMAS BONUS PRACTICES – SALARIED EMPLOYEES

| REGION | PAY CHRISTMAS BONUS | | | BASIS ON WHICH BONUS IS PAID | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Yes | No | N.A. | Length of Service | 1 Weeks Earnings | 1-2 Weeks Earnings | 2 Weeks Earnings | 1 Months Earnings | Objectives Met | Position in Firm | Employees Earnings | Company/Plant Profits | Fixed Amounts | Gift | Employees Performance | Productivity | Percentage of Sales | Safety Record | Efficiency | Executive or Management Judgement | Merit | Economic Conditions | N.A. |
| 1 | 4 | 10 | 1 | 3 | - | - | - | - | - | - | 1 | 2 | - | - | - | - | - | - | - | - | - | - | - |
| 2 & 3 | 10 | 30 | 3 | - | - | - | 1 | - | - | - | 2 | 4 | - | - | - | - | - | - | - | 1 | 4 | - | - |
| 4 | 8 | 21 | 3 | 2 | 2 | - | - | - | - | - | - | - | 3 | - | 2 | - | - | - | 1 | - | - | - | - |
| 5 & 6 | 24 | 56 | 6 | 3 | - | - | - | - | - | 1 | 2 | 11 | 4 | - | 4 | - | - | - | - | 2 | 2 | - | 2 |
| 7 | 5 | 7 | - | 3 | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | 1 | - | - | 1 |
| 8 | 13 | 20 | 2 | 5 | - | - | - | - | - | - | 4 | 2 | 5 | - | 1 | - | - | - | - | - | 1 | - | - |
| 9 & 10 | 6 | 15 | 3 | 2 | - | - | - | - | - | - | 1 | 1 | 1 | - | - | - | - | - | - | - | - | - | 2 |
| 11 & 12 | 9 | 8 | 4 | - | - | - | - | - | - | - | 2 | 2 | - | 2 | - | - | - | - | - | 2 | - | - | 2 |
| 13 | 10 | 13 | 1 | 3 | - | - | - | 1 | 1 | 1 | 5 | 3 | - | - | 2 | - | - | - | - | 1 | - | - | 1 |
| Total | 89 | 180 | 23 | 21 | 2 | - | 1 | 1 | 1 | 2 | 17 | 25 | 14 | 2 | 9 | - | - | - | 1 | 7 | 7 | - | 8 |
| 1984 | 89 | 172 | 13 | 22 | 3 | 1 | - | 1 | - | 6 | 13 | 22 | 7 | 4 | 6 | 2 | 1 | 1 | - | 5 | 5 | 5 | 5 |

## PROFIT SHARING AND OTHER INCENTIVE PLANS—SALARIED EMPLOYEES

| REGION | Profit Sharing & Other Inventive Plans | | | TYPES OF PLANS | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Yes | No | N.A. | Profit Sharing Plan | Deferred Profit Sharing Plan | Company Profit Sharing Formula | Employee Stock Ownership Plan | Discretionary Bonus | Thrift Savings Plan | Combination Savings, Sharing And/or Security Plan | N.A. |
| 1 | 6 | 8 | 1 | 2 | 1 | - | - | 2 | - | 1 | - |
| 2 & 3 | 19 | 21 | 3 | 9 | 4 | - | 1 | 4 | - | 1 | 2 |
| 4 | 17 | 11 | 4 | 5 | 4 | - | - | 7 | - | - | 3 |
| 5 & 6 | 34 | 46 | 6 | 16 | 7 | - | 4 | 7 | - | 1 | - |
| 7 | 5 | 6 | 1 | 4 | 1 | - | - | - | - | - | - |
| 8 | 17 | 16 | 2 | 9 | 5 | - | - | 2 | - | - | 1 |
| 9 & 10 | 12 | 9 | 3 | 4 | 4 | - | - | 1 | - | - | 3 |
| 11 & 12 | 9 | 8 | 4 | 5 | 3 | - | - | - | - | - | 1 |
| 13 | 13 | 9 | 2 | 6 | 2 | - | - | 2 | 1 | - | 2 |
| Total | 132 | 134 | 26 | 60 | 31 | - | 5 | 25 | 1 | 3 | 12 |
| 1984 | 126 | 133 | 15 | 56 | 16 | 1 | 8 | 34 | 3 | - | 12 |

## OVERTIME PAY PROVISIONS – SALARIED EMPLOYEES

| REGION | PAY OVERTIME | | | BASIS FOR OVERTIME PAY FOR SHIFT SUPERVISORS | | |

# COMPARISON OF MEDIAN HOURLY WAGES OF HOURLY EMPLOYEES: 1985-1984

| JOB CLASSIFICATION | 1985 (Dollars) | 1984 (Dollars) | PERCENT CHANGE |
|---|---|---|---|
| MOLDING JOBS (1–10) | | | |
| 1. Foreman (Comp. Working) | 9.15 | 9.12 | 0.3 |
| 2. Foreman (Inj. Working) | 8.95 | 8.92 | 0.3 |
| 3. Foreman (Blow Mold Working) | 8.75 | 8.47 | 3.3 |
| 4. Set--Up Man–Troubleshooter | 8.40 | 8.35 | 0.6 |
| 5. Compression Transfer Molder | 6.52 | 5.73 | 13.8 |
| 6. Compression Preform Molder | 6.55 | 8.07 | (18.8) |
| 7. Injection Molding Operator | 5.86 | 5.83 | 0.5 |
| 8. Blow Molding Operator | 7.70 | 7.56 | 1.9 |
| 9. Material Man | 6.90 | 6.57 | 5.0 |
| 10. Floor Man | 6.17 | 6.14 | 0.5 |
| EXTRUSION JOBS (11–14) | | | |
| 11. Foreman (Working) | 10.05 | 9.05 | 11.0 |
| 12. Set-Up Man–Troubleshooter | 8.73 | 7.91 | 10.4 |
| 13. Extrusion Operator | 8.23 | 7.60 | 8.3 |
| 14. Material Man | 6.95 | 6.82 | 1.9 |
| REINFORCED PLASTIC JOBS (15–21) | | | |
| 15. Foreman (Working) | 8.58 | 8.33 | 2.8 |
| 16. Set-Up Man–Troubleshooter | 7.97 | 7.58 | 5.1 |
| 17. Reinforced Plastics Operator | 7.06 | 6.61 | 6.8 |
| 18. Reinforced Plastics Preform Operator | 8.90 | 8.85 | 0.6 |
| 19. Reinforced Plastics Fabricator | 6.88 | 6.84 | 0.6 |
| 20. Reinforced Plastics Pultruder Operator | 6.07 | 6.05 | 0.3 |
| 21. Reinforced Plastic Filament Winder Operator | 8.29 | 7.58 | 9.4 |
| THERMOFORMING JOBS (22–24) | | | |
| 22. Foreman (Working) | 9.85 | 9.44 | 4.3 |
| 23. Set-Up Man–Troubleshooter | 8.33 | 7.90 | 5.4 |
| 24. Thermoforming Press Operator | 6.93 | 6.74 | 2.8 |
| EPS FOAM JOBS (25–27) | | | |
| 25. Foam Shop Operator | 6.59 | 6.24 | 5.6 |
| 26. Mold Operator | 6.44 | 6.16 | 4.5 |
| 27. Material Man | 5.38 | UNDER 5.00 | 7.8 |
| FINISHING JOBS (28–33) | | | |
| 28. Foreman (Working) | 7.49 | 6.25 | 19.8 |
| 29. Finisher General | 6.40 | 6.95 | (7.9) |
| *30. Painter & Sprayer* | 7.14 | 6.35 | 12.4 |
| 31. Buffing Operator | 7.05 | 6.79 | 3.8 |
| 32. Tumbling Operator | 6.63 | 7.25 | (8.6) |
| 33. Set-Up Man–Troubleshooter | 8.21 | 8.18 | .04 |
| FABRICATION JOBS (34–36) | | | |
| 34. Machine Operator | 7.03 | 5.99 | 17.4 |
| 35. Assembler | 5.86 | 5.81 | 0.9 |
| 36. Material Handler | 6.74 | 7.01 | (3.9) |
| INSPECTION JOBS (37–38) | | | |
| 37. Chief Inspector (Working) | 8.23 | 7.50 | 9.7 |
| 38. Inspector | 7.14 | 6.80 | 5.0 |
| SHIPPING & RECEIVING JOBS (39–43) | | | |
| 39. Foreman (Working) | 8.46 | 8.00 | 5.8 |
| 40. Shipper - Material Handler | 7.49 | 7.05 | 6.4 |
| 41. Packer | 6.95 | 6.50 | 6.9 |
| 42. Truck Operator | 7.54 | 7.50 | 0.5 |
| 43. Clerk | 7.39 | 7.66 | (3.5) |
| MAINTENANCE JOBS (44–47) | | | |
| 44. Foreman (Working) | 10.49 | 10.42 | 0.7 |
| 45. Mechanic | 8.99 | 8.74 | 2.9 |
| 46. Electrician | 9.95 | 9.75 | 2.1 |
| 47. Helper – Trainee | 6.98 | 7.37 | 5.3 |
| TOOL ROOM JOBS (48–54) | | | |
| 48. Foreman (Working) | OVER 13.00 | OVER 13.00 | |
| 49. Mold/Die Designer | 9.89 | 8.84 | 11.9 |
| 50. Mold Maker/Lead Man | 12.65 | OVER 13.00 | (2.8) |
| 51. Mold Maker | 11.48 | 11.71 | (2.0) |
| 52. Mold Repair Man | 9.99 | 9.96 | 0.3 |
| 53. Machinist | 10.32 | 9.82 | 5.1 |
| 54. Apprentice | 7.54 | 7.39 | 2.0 |
| MISCELLANEOUS JOBS (55–56) | | | |
| 55. General Hand Labor Trainee | 7.14 | 6.17 | 15.7 |
| 56. Porter, Janitor, etc. | 6.49 | 6.42 | 1.1 |
| TOTAL | 7.13 | 6.90 | 3.3 |

## COMPARISON OF MEDIAN MONTHLY SALARIES OF SALARIED EMPLOYEES: 1985 - 1984

| JOB CLASSIFICATION | 1985 (Dollars) | 1984 (Dollars) | PERCENT CHANGE |
|---|---|---|---|
| 1. COMPRESSION | 1.764 | 1.756 | 0.4 |
| 2. INJECTION | 1.945 | 1.897 | 2.5 |
| 3. BLOW MOLDING | 2.250 | 2.023 | 11.2 |
| 4. EXTRUSION | 2.219 | 2.055 | 8.0 |
| 5. REINFORCED | 2.160 | 2.033 | 6.2 |
| 6. THERMOFORMING | 2.192 | 2.030 | 8.0 |
| 7. EPS FOAM | 1.933 | 1.820 | 6.2 |
| 8. FINISHING | 1.893 | 1.871 | 1.2 |
| 9. FABRICATION | 1.967 | 2.018 | (2.5) |
| 10. INSPECTION | 2.021 | 1.800 | 12.3 |
| 11. SHIPPING & RECEIVING | 1.988 | 1.959 | 1.5 |
| 12. MAINTENANCE | 2.268 | 2.159 | 5.0 |
| 13. TOOL ROOM | 2.475 | 2.329 | 6.3 |
| TOTAL | 2.056 | 1.965 | 4.6 |

SRI LABOR SURVEY - SEPTEMBER 1985 HOURLY EMPLOYEES

| JOB CLASSIFICATION | REGION 1 | REGION 2 & 3 | REGION 4 | REGION 5 & 6 | REGION 7 | REGION 8 | REGION 9 & 10 | REGION 11 & 12 | REGION 13 | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| MOLDING JOBS (1 – 10) | | | | | | | | | | |
| 1. Foreman (Comp. Working) | - | 53 | 42 | 84 | 32 | 83 | 72 | 51 | 114 | 51121 |
| First Quartile | - | - | - | - | - | - | - | - | 8.75 | 6.92 |
| Median | - | 9.25 | 7.12 | 9.75 | 10.25 | 7.37 | 7.67 | 6.58 | 10.25 | 9.15 |
| Third Quartile | - | - | - | - | - | - | - | - | 10.75 | 10.36 |
| 1984 Median | 6.87 | 10.00 | 11.25 | 7.88 | 9.99 | 7.12 | 7.62 | 9.75 | OVER 13.00 | 9.12 |
| 2. Foreman (Inj. Working) | 125 | 245 | 134 | 9016 | 267 | 347 | 72 | 256 | 117 | 24259 |
| First Quartile | 8.25 | 6.81 | 6.42 | 6.98 | 8.42 | 7.83 | - | 9.35 | 10.12 | 7.30 |
| Median | 9.85 | 10.00 | 6.99 | 8.13 | 10.25 | 9.71 | 6.24 | 10.25 | 10.49 | 8.95 |
| Third Quartile | 11.00 | 11.41 | 9.37 | 10.45 | 12.75 | 9.99 | - | 10.75 | 10.99 | 10.66 |
| 1984 Median | 9.25 | 6.47 | 5.99 | 8.38 | 8.75 | 9.78 | 7.87 | 10.25 | 11.12 | 8.92 |
| 3. Foreman (Blow Molding Working) | - | 183 | - | 21 | 11 | 11 | 21 | 31 | 93 | 3611 |
| First Quartile | - | 7.31 | - | - | - | - | - | - | - | 7.36 |
| Median | - | 7.41 | - | 9.50 | 11.75 | 7.87 | 7.12 | 10.25 | 12.25 | 8.75 |
| Third Quartile | - | 10.25 | - | - | - | - | - | - | - | 10.75 |
| 1984 Median | - | 8.09 | 7.99 | 8.19 | - | OVER 13.00 | - | 10.31 | OVER 13.00 | 8.47 |
| 4. Set Up Man-Troubleshooter | 328 | 5110 | 578 | 30147 | 427 | 7312 | 32 | 306 | 255 | 614105 |
| First Quartile | 7.00 | 6.68 | 6.20 | 7.42 | 6.56 | 8.01 | - | 7.60 | 7.81 | 7.15 |
| Median | 7.50 | 7.58 | 7.05 | 8.45 | 8.42 | 8.49 | 6.87 | 7.82 | 9.75 | 8.40 |
| Third Quartile | 8.42 | 8.80 | 8.04 | 9.33 | 8.94 | 8.44 | - | 9.81 | 11.42 | 9.14 |
| 1984 Median | 9.62 | 7.55 | 6.62 | 7.88 | 7.68 | 9.25 | 6.75 | 8.13 | 9.69 | 8.35 |
| 5. Compression Transfer Molding Oper. | 243 | 1216 | - | 55413 | 472 | 292 | 681 | 31 | 343 | 88031 |
| First Quartile | 5.37 | 6.63 | - | UNDER 5.00 | 5.78 | UNDER 5.00 | 5.10 | - | 5.19 | 5.19 |
| Median | 5.95 | 8.41 | - | 7.11 | 5.96 | UNDER 5.00 | 6.02 | 12.25 | 5.87 | 6.52 |
| Third Quartile | 6.20 | 9.71 | - | 8.20 | 6.46 | UNDER 5.00 | 6.17 | - | 6.28 | 8.39 |
| 1984 Median | 7.02 | 6.80 | - | 5.70 | 5.48 | UNDER 5.00 | 5.12 | - | 5.46 | 5.73 |
| 6. Compression Preform Molder | 22 | 283 | - | 23310 | 31 | 302 | 562 | - | - | 352120 |
| First Quartile | - | 7.04 | - | 6.13 | - | UNDER 5.00 | 6.21 | - | - | 5.99 |
| Median | 6.75 | 7.13 | - | 6.59 | 6.87 | UNDER 5.00 | 6.50 | - | - | 6.55 |
| Third Quartile | - | 7.21 | - | 6.84 | - | UNDER 5.00 | 7.39 | - | - | 7.03 |
| 1984 Median | - | 8.72 | - | 8.10 | 5.87 | 8.75 | 6.10 | - | 5.87 | 8.07 |
| 7. Injection Molding Operator | 21810 | 35213 | 39813 | 181043 | 3096 | 51715 | 713 | 2098 | 18212 | 4066123 |
| First Quartile | UNDER 5.00 | 5.37 | UNDER 5.00 | 5.50 | 5.27 | UNDER 5.00 | UNDER 5.00 | UNDER 5.00 | UNDER 5.00 | 5.02 |
| Median | 5.47 | 5.78 | UNDER 5.00 | 6.43 | 5.84 | 6.04 | 5.37 | 5.98 | 5.20 | 5.86 |
| Third Quartile | 6.13 | 5.91 | 5.34 | 7.75 | 6.18 | 6.22 | 6.13 | 6.97 | 5.92 | 6.66 |
| 1984 Median | 5.41 | 5.71 | 5.10 | 6.11 | 5.32 | 5.11 | 5.12 | 5.10 | UNDER 5.00 | 5.83 |

**KEY. 21 means 2 employees in 1 company**
**173 means 17 employees in 3 companies**

SRI LABOR SURVEY - SEPTEMBER 1985

HOURLY EMPLOYEES

| JOB CLASSIFICATION | REGION 1 | REGION 2 & 3 | REGION 4 | REGION 5 & 6 | REGION 7 | REGION 8 | REGION 9 & 10 | REGION 11 & 12 | REGION 13 | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| 8. Blow Molding Operator | - | 424 | 302 | 1334 | - | 31 | 41 | 31 | 152 | 23015 |
| First Quartile | - | 8.15 | 7.54 | UNDER 5.00 | - | - | - | - | 5.90 | 5.39 |
| Median | - | 8.29 | 7.62 | 5.74 | - | 7.62 | UNDER 5.00 | 8.33 | 6.87 | 7.70 |
| Third Quartile | - | 8.45 | 7.69 | 9.32 | - | - | - | - | 7.37 | 9.13 |
| 1984 Median | - | 5.72 | - | 8.25 | - | 7.37 | - | 7.62 | 7.12 | 7.56 |
| 9. Material Man | 53 | 298 | 186 | 17034 | 206 | 5010 | 22 | 11 | 103 | 30573 |
| First Quartiel | - | 6.46 | 5.34 | 6.02 | 6.25 | 5.31 | - | - | 5.62 | 5.93 |
| Median | 5.87 | 7.75 | 5.88 | 7.11 | 6.97 | 6.93 | 6.75 | 7.12 | 5.84 | 6.90 |
| Third Quartile | - | 10.22 | 7.27 | 7.63 | 7.75 | 7.14 | - | - | 5.95 | 7.60 |
| 1984 Median | 6.37 | 7.87 | 5.86 | 6.58 | 5.93 | 8.63 | 6.75 | 7.33 | 8.04 | 6.57 |
| 10. Floor Man | 93 | 699 | 686 | 13517 | 576 | 195 | 63 | 174 | 296 | 40959 |
| First Quartile | - | 5.73 | 5.07 | 5.60 | 5.70 | UNDER 5.00 | - | 5.14 | UNDER 5.00 | 5.27 |
| Median | 6.81 | 7.26 | 5.29 | 7.08 | 5.98 | 5.42 | UNDER 5.00 | 5.58 | 5.12 | 6.17 |
| Third Quartile | - | 8.52 | 5.92 | 8.17 | 7.12 | 5.87 | - | 6.18 | 6.06 | 7.28 |
| 1984 Median | 6.13 | 6.35 | 5.83 | 6.79 | 5.62 | 5.13 | 5.25 | 6.06 | 5.24 | 6.14 |
| EXTRUSION JOBS (11 – 14) | | | | | | | | | | |
| 11. Foreman (Working) | 21 | 163 | 73 | 215 | 11 | 122 | 164 | 92 | 143 | 9824 |
| First Quartile | - | 8.50 | - | 9.75 | - | 10.42 | 7.82 | - | 9.42 | 8.75 |
| Median | 10.00 | 9.75 | 8.49 | OVER 13.00 | 8.75 | 11.15 | 8.50 | 10.10 | 9.92 | 10.05 |
| Third Quartile | - | 11.12 | - | OVER 13.00 | - | 11.43 | 11.50 | - | 11.75 | 11.48 |
| 1984 Median | 7.37 | - | 7.70 | 8.75 | 7.87 | 9.25 | 9.50 | 8.90 | 8.75 | 9.05 |
| 12. Set Up Man-Troubleshooter | 21 | 6910 | 103 | 658 | - | 414 | 354 | - | 81 | 23031 |
| First Quartile | - | 8.00 | 7.42 | 9.53 | - | 7.62 | 5.71 | - | - | 7.60 |
| Median | 7.12 | 8.36 | 8.68 | 9.72 | - | 10.06 | 6.37 | - | 9.37 | 8.72 |
| Third Quartile | - | 8.88 | 8.88 | 9.86 | - | 10.75 | 8.25 | - | - | 9.69 |
| 1984 Median | 8.37 | 7.78 | 7.81 | 8.13 | - | 7.45 | 8.67 | 6.12 | - | 7.91 |
| 13. Extrusion Operator | 213 | 19510 | 1297 | 34116 | 111 | 2069 | 736 | 262 | 885 | 109059 |
| First Quartile | 6.82 | 7.40 | 6.69 | 7.58 | 5.15 | 8.11 | 6.06 | 6.18 | 6.07 | 6.95 |
| Median | 6.97 | 8.09 | 7.67 | 8.97 | 5.37 | 8.70 | 7.24 | 7.50 | 6.74 | 8.23 |
| Third Quartile | 9.06 | 8.32 | 8.60 | 9.77 | 6.37 | 9.36 | 8.46 | 9.18 | 7.90 | 8.63 |
| 1984 Median | 5.62 | 7.09 | 6.45 | 7.97 | 5.88 | 7.87 | 8.60 | 6.38 | 6.41 | 7.60 |
| 14. Material Man | 82 | 265 | 345 | 10213 | - | 316 | 352 | 41 | 63 | 25437 |
| First Quartile | - | 5.84 | 5.19 | 6.77 | - | 6.92 | 7.12 | - | - | 6.15 |
| Median | 7.58 | 6.01 | 6.75 | 7.53 | - | 7.21 | 7.60 | 6.62 | 7.09 | 6.95 |
| Third Quartile | - | 7.28 | 6.92 | 9.08 | - | 8.75 | 7.74 | - | - | 7.21 |
| 1984 Median | 7.40 | 6.05 | 5.62 | 7.10 | - | 6.87 | 7.01 | 6.37 | 6.18 | 6.82 |

**KEY.** 21 means 2 employees in 1 company
173 means 17 employees in 3 companies

SRI LABOR SURVEY - SEPTEMBER 1985

HOURLY EMPLOYEES

| JOB CLASSIFICATION | REGION 1 | REGION 2 & 3 | REGION 4 | REGION 5 & 6 | REGION 7 | REGION 8 | REGION 9 & 10 | REGION 11 & 12 | REGION 13 | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| REINFORCED PLASTICS JOBS (15-21) | | | | | | | | | | |
| 15. *Foreman (Working)* | - | 154 | 32 | 202 | - | - | 132 | 204 | 32 | 7416 |
| First Quartile | - | 7.16 | - | 8.09 | - | - | 8.66 | 9.37 | - | 8.09 |
| Median | - | 7.67 | 7.16 | 8.27 | - | - | 8.85 | 10.37 | 10.42 | 8.58 |
| Third Quartile | - | 8.75 | - | 8.46 | - | - | 9.25 | 11.75 | - | 9.81 |
| 1984 Median | - | 6.50 | - | 8.30 | - | 10.25 | 7.74 | OVER 13.00 | 9.00 | 8.33 |
| 16. *Set Up Man-Troubleshooter* | - | - | 52 | 274 | - | - | - | 51 | 71 | 448 |
| First Quartile | - | - | - | 7.81 | - | - | - | - | - | 7.39 |
| Median | - | - | 7.37 | 7.99 | - | - | - | UNDER 5.00 | 8.75 | 7.97 |
| Third Quartile | - | - | - | 8.35 | - | - | - | - | - | 8.49 |
| 1984 Median | - | - | 6.62 | 7.60 | - | - | 7.50 | UNDER 5.00 | 8.75 | 7.58 |
| 17. *Reinforced Plastics Operator* | - | 383 | 181 | 3067 | - | 431 | 211 | 82 | 134 | 44719 |
| First Quartile | - | UNDER 5.00 | 5.22 | 6.38 | - | UNDER 5.00 | 5.58 | - | 6.12 | 5.57 |
| Median | - | 5.06 | 5.87 | 7.24 | - | UNDER 5.00 | 6.33 | 7.50 | 8.25 | 7.06 |
| Third Quartile | - | 6.39 | 6.78 | 8.26 | - | UNDER 5.00 | 8.12 | - | 8.71 | 8.17 |
| 1984 Median | - | UNDER 5.00 | 5.83 | 7.14 | 7.75 | UNDER 5.00 | 5.49 | 6.06 | UNDER 5.00 | 6.61 |
| 18. *Reinforced Plastics Preform Oper.* | - | 11 | - | 493 | - | - | - | - | 202 | 706 |
| First Quartile | - | - | - | 7.05 | - | - | - | - | UNDER 5.00 | 6.24 |
| Median | - | 8.75 | - | 10.54 | - | - | - | - | 5.19 | 8.90 |
| Third Quartile | - | - | - | 10.78 | - | - | - | - | 8.65 | 10.68 |
| 1984 Median | - | - | - | 8.93 | - | - | - | - | 5.00 | 8.85 |
| 19. *Reinforced Plastics Fabricator* | - | 934 | 21 | 182 | - | - | 464 | 855 | 182 | 26218 |
| First Quartile | - | 5.86 | - | 7.29 | - | - | UNDER 5.00 | 6.53 | UNDER 5.00 | 5.42 |
| Median | - | 6.74 | 5.12 | 7.42 | - | - | 5.37 | 7.87 | 5.00 | 6.88 |
| Third Quartile | - | 7.98 | - | 7.63 | - | - | 6.87 | 9.29 | 5.68 | 8.81 |
| 1984 Median | - | 5.50 | - | 6.91 | - | 8.25 | 7.75 | 6.37 | UNDER 5.00 | 6.84 |
| 20. *Reinforced Plastics Pultruder Oper.* | 11 | 21 | 1203 | 231 | 151 | 11 | - | 81 | 61 | 17610 |
| First Quartile | - | - | UNDER 5.00 | 8.77 | 7.11 | - | - | - | - | 5.05 |
| Median | 8.25 | 9.75 | 5.23 | 9.04 | 7.22 | 5.62 | - | 6.62 | 8.75 | 6.07 |
| Third Quartile | - | - | 6.29 | 9.29 | 7.87 | - | - | - | - | 7.49 |
| 1984 Median | - | 6.67 | 5.18 | 8.25 | 7.37 | - | 5.62 | - | 8.25 | 6.05 |
| 21. *Rein. Plastics Filament Winder Oper.* | 11 | 82 | - | - | - | - | 113 | 182 | 92 | 4710 |
| First Quartile | - | - | - | - | - | - | 5.24 | 5.44 | -- | 6.38 |
| Median | 7.12 | 8.25 | - | - | - | - | 7.99 | 8.25 | 8.83 | 8.29 |
| Third Quartile | - | - | - | - | - | - | 8.37 | 9.41 | - | 8.95 |
| 1984 Median | - | 8.25 | - | 6.91 | - | - | 9.25 | - | 8.55 | 7.58 |

**KEY.** 21 means 2 employees in 1 company
173 means 17 employees in 3 companies

# LABOR SURVEY - SEPTEMBER 1985

## HOURLY EMPLOYEES

| JOB CLASSIFICATION | REGION 1 | REGION 2 & 3 | REGION 4 | REGION 5 & 6 | REGION 7 | REGION 8 | REGION 9 & 10 | REGION 11 & 12 | REGION 13 | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| THERMOFORMING JOBS (22–24) | | | | | | | | | | |
| 22. *Foreman (Working)* | - | 11 | 11 | 103 | - | - | 11 | 11 | 43 | 1810 |
| First Quartile | - | - | - | 9.44 | - | - | - | - | - | 9.19 |
| Median | - | 8.25 | 6.72 | 9.75 | - | - | 7.62 | 11.75 | 10.83 | 9.85 |
| Third Quartile | - | - | - | 10.56 | - | - | - | - | - | 10.78 |
| 1984 Median | - | - | - | 9.42 | - | 9.25 | 8.75 | - | 9.25 | 9.44 |
| 23. *Set Up Man-Troubleshooter* | 61 | 133 | 72 | 497 | - | 93 | - | - | 33 | 8719 |
| First Quartile | - | 7.69 | - | 8.06 | - | - | - | - | - | 7.67 |
| Median | 7.25 | 8.17 | 6.88 | 8.30 | - | 9.99 | - | - | 7.16 | 8.33 |
| Third Quartile | - | 8.34 | - | 8.97 | - | - | - | - | - | 9.17 |
| 1984 Median | 7.87 | 8.25 | 5.87 | 7.38 | - | 9.83 | 7.37 | - | 10.75 | 7.90 |
| 24. *Thermoforming Press Operator* | - | 784 | 332 | 29914 | 31 | 393 | 143 | 82 | 385 | 51234 |
| First Quartile | - | UNDER 5.00 | UNDER 5.00 | 6.72 | - | 6.61 | UNDER 5.00 | - | UNDER 5.00 | 5.59 |
| Median | - | 7.81 | UNDER 5.00 | 7.02 | 7.62 | 6.74 | 5.68 | 6.25 | 7 62 | 6.93 |
| Third Quartile | - | 7.96 | UNDER 5.00 | 7.85 | - | 6.97 | 6.72 | - | 8.68 | 7.90 |
| 1984 Median | 6.87 | 7.36 | 8.10 | 6.48 | 6.37 | 6.62 | 5.63 | 7.00 | 8.25 | 6.74 |
| EPS FOAM JOBS (25 – 27) | | | | | | | | | | |
| 25. *Foam Shop Operator* | - | - | 352 | 592 | - | 203 | 223 | 61 | 11 | 14312 |
| First Quartile | - | - | UNDER 5.00 | 6.86 | - | 6.56 | UNDER 5.00 | - | - | 5.11 |
| Median | - | - | 5.14 | 7.53 | - | 6.66 | UNDER 5.00 | 8.94 | 5.12 | 6.59 |
| Third Quartile | - | - | 5.55 | 7.66 | - | 7.25 | 5.68 | - | - | 7.53 |
| 1984 Median | 5.00 | 8.25 | 5.93 | 7.55 | - | 6.12 | UNDER 5.00 | - | 8.25 | 6.24 |
| 26. *Mold Operator* | - | 211 | 686 | 41 | - | 243 | 786 | 92 | 252 | 22921 |
| First Quartile | - | 6.43 | 5.40 | - | - | 6.78 | 6.06 | - | 6.12 | 5.66 |
| Median | - | 7.03 | 5.68 | 5.50 | - | 6.85 | 6.67 | 8.99 | 6.92 | 6.44 |
| Third Quartile | - | 7.17 | 6.31 | - | - | 6.94 | 7.25 | - | 7.20 | 6.96 |
| 1984 Median | 5.17 | 6.12 | 5.64 | 6.84 | - | 5.74 | 6.21 | 6.20 | 5.74 | 6.16 |
| 27. *Material Man* | - | - | - | 11 | - | - | 42 | - | - | 53 |
| First Quartile | - | - | - | - | - | - | - | - | - | - |
| Median | - | - | - | 5.88 | - | - | 5.12 | - | - | 5.38 |
| Third Quartile | - | - | - | - | - | - | - | - | - | - |
| 1984 Median | 5.25 | 8.21 | UNDER 5.00 | 5.56 | - | - | 5.37 | - | 6.87 | UNDER 5.00 |
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SRI LABOR SURVEY - SEPTEMBER 1985

HOURLY EMPLOYEES

| JOB CLASSIFICATION | REGION 1 | REGION 2 & 3 | REGION 4 | REGION 5 & 6 | REGION 7 | REGION 8 | REGION 9 & 10 | REGION 11 & 12 | REGION 13 | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| FINISHING JOBS (28 –33) | | | | | | | | | | |
| 28. *Foreman (Working)* | 62 | 86 | 144 | 2811 | 122 | 22 | 11 | 63 | 64 | 8335 |
| First Quartile | - | - | 7.06 | 6.52 | 7.12 | - | - | - | - | 6.56 |
| Median | 7.19 | 7.75 | 8.00 | 7.41 | 7.87 | 7.00 | 6.37 | 7.62 | 9.75 | 7.49 |
| Third Quartile | - | - | 8.85 | 8.34 | 8.50 | - | - | - | - | 8.99 |
| 1984 Median | 6.49 | 8.75 | 7.13 | 8.04 | 5.15 | 8.84 | 8.50 | 6.45 | 9.25 | 6.25 |
| 29. *Finisher-General* | 1695 | 969 | 495 | 184934 | 153 | 18310 | 405 | 829 | 405 | 252385 |
| First Quartile | UNDER 5.00 | 5.18 | 6.06 | 5.23 | 5.37 | 6.12 | 5.32 | 5.80 | UNDER 5.00 | 5.21 |
| Median | 5.22 | 6.50 | 7.09 | 6.60 | 5.68 | 6.65 | 5.83 | 6.19 | 5.33 | 6.40 |
| Third Quartile | 5.71 | 7.03 | 7.12 | 7.32 | 5.92 | 7.13 | 6.25 | 7.11 | 6.34 | 7.21 |
| 1984 Median | UNDER 5.00 | 6.21 | 5.37 | 7.15 | 5.00 | 7.31 | 5.74 | 5.40 | UNDER 5.00 | 6.95 |
| 30. *Painter & Sprayer* | 131 | 225 | 274 | 27717 | 222 | 42 | - | 292 | 51 | 39934 |
| First Quartile | 6.60 | 7.76 | 6.12 | 6.33 | 7.05 | - | - | 6.12 | - | 6.14 |
| Median | 6.69 | 7.91 | 7.12 | 7.13 | 7.43 | 5.62 | - | 6.87 | 7.37 | 7.14 |
| Third Quartile | 6.84 | 8.04 | 7.37 | 7.64 | 8.02 | - | - | 9.18 | - | 7.71 |
| 1984 Median | UNDER 5.00 | 6.93 | 5.94 | 6.79 | 6.86 | - | 6.72 | 5.87 | 6.74 | 6.35 |
| 31. *Buffing Operator* | - | 112 | 212 | 434 | 51 | 61 | - | - | 21 | 8811 |
| First Quartile | - | 5.24 | 7.05 | 6.20 | - | - | - | - | - | 6.08 |
| Median | - | 6.99 | 7.12 | 7.08 | 6.87 | UNDER 5.00 | - | - | 5.12 | 7.05 |
| Third Quartile | - | 7.74 | 7.20 | 7.24 | - | - | - | - | - | 7.19 |
| 1984 Median | 6.63 | 5.87 | 6.81 | 7.84 | - | - | - | - | UNDER 5.00 | 6.79 |
| 32. *Tumbling Operator* | 21 | 22 | - | 125 | 31 | 11 | - | - | - | 2010 |
| First Quartile | - | - | - | 6.28 | - | - | - | - | - | 6.03 |
| Median | 5.75 | 6.62 | - | 8.25 | 6.37 | 5.12 | - | - | - | 6.63 |
| Third Quartile | - | - | - | 10.22 | - | - | - | - | - | 8.46 |
| 1984 Median | 6.75 | 5.99 | - | 8.25 | 6.25 | - | - | - | - | 7.25 |
| 33. *Set Up Man-Troubleshooter* | 93 | 106 | 41 | 4512 | 21 | 93 | 11 | 82 | 11 | 8930 |
| First Quartile | - | 6.70 | - | 7.94 | - | - | - | - | - | 7.20 |
| Median | 6.49 | 8.25 | 7.20 | 8.37 | 5.75 | 8.75 | 5.87 | 8.50 | 7.87 | 8.21 |
| Third Quartile | - | 9.27 | - | 9.20 | - | - | - | - | - | 9.15 |
| 1984 Median | 9.25 | 7.83 | 6.49 | 8.53 | 5.62 | 8.75 | - | - | 7.87 | 8.18 |
| | | | | | | | | | | |
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# LABOR SURVEY - SEPTEMBER 1985

## HOURLY EMPLOYEES

| JOB CLASSIFICATION | REGION 1 | REGION 2 & 3 | REGION 4 | REGION 5 & 6 | REGION 7 | REGION 8 | REGION 9 & 10 | REGION 11 & 12 | REGION 13 | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| FABRICATION JOBS (34 – 36) | | | | | | | | | | |
| *34. Machine Operator* | 374 | 245 | 52 | 11210 | 21 | 977 | 104 | 194 | 31 | 30938 |
| First Quartile | UNDER 5.00 | 7.14 | - | 7.39 | - | 5.02 | UNDER 5.00 | 5.42 | - | 5.21 |
| Median | UNDER 5.00 | 7.87 | 6.83 | 7.60 | 6.87 | 6.87 | 5.75 | 6.24 | UNDER 5.00 | 7.03 |
| Third Quartile | 5.21 | 8.67 | - | 7.88 | - | 8.14 | 7.12 | 6.99 | - | 7.48 |
| 1984 Median | - | 5.62 | 7.08 | 7.37 | 5.25 | 6.87 | 5.00 | 5.63 | - | 5.99 |
| *35. Assembler* | 103 | 664 | 404 | 12315 | 322 | 1656 | 265 | 427 | - | 50446 |
| First Quartile | 5.48 | UNDER 5.00 | 5.33 | 6.27 | 5.63 | UNDER 5.00 | UNDER 5.00 | 5.06 | - | UNDER 5.00 |
| Median | 5.71 | UNDER 5.00 | 5.44 | 7.27 | 6.55 | UNDER 5.00 | UNDER 5.00 | 5.50 | - | 5.86 |
| Third Quartile | 6.60 | UNDER 5.00 | 7.58 | 8.08 | 6.82 | 6.18 | 5.06 | 6.70 | - | 6.78 |
| 1984 Median | 5.87 | UNDER 5.00 | 5.44 | 6.79 | 5.46 | UNDER 5.00 | UNDER 5.00 | - | UNDER 5.00 | 5.81 |
| *36. Material Handler* | 42 | 11 | - | 178 | 11 | 53 | 52 | 53 | - | 3820 |
| First Quartile | - | - | - | 7.09 | - | - | - | - | - | 5.66 |
| Median | 6.37 | 7.38 | - | 8.10 | 6.37 | 6.12 | 5.37 | 6.87 | - | 6.74 |
| Third Quartile | - | - | - | 9.13 | - | - | - | - | - | 8.25 |
| 1984 Median | UNDER 5.00 | - | 7.84 | 7.20 | 5.49 | 6.87 | 5.12 | 8.50 | 6.37 | 7.01 |
| INSPECTION JOBS (37 – 38) | | | | | | | | | | |
| *37. Chief Inspector (Working)* | 11 | 2110 | 1310 | 3615 | 83 | 66 | 22 | 22 | 53 | 9452 |
| First Quartile | - | 7.62 | 6.37 | 7.06 | - | - | - | - | - | 7.13 |
| Median | 7.12 | 8.49 | 6.87 | 8.25 | 7.93 | 9.75 | 10.50 | 8.75 | 9.75 | 8.23 |
| Third Quartile | - | 9.20 | 7.68 | 9.29 | - | - | - | - | - | 9.23 |
| 1984 Median | 5.46 | 7.46 | 6.45 | 8.36 | 7.12 | 9.49 | 7.24 | - | 9.75 | 7.50 |
| *38. Inspector* | 327 | 9120 | 7815 | 45556 | 827 | 8317 | 288 | 205 | 4911 | 918146 |
| First Quartile | 5.58 | 6.69 | 5.30 | 6.51 | 5.61 | 6.04 | 5.37 | 7.00 | 6.37 | 5.98 |
| Median | 6.59 | 8.33 | 5.95 | 7.48 | 5.93 | 7.03 | 5.64 | 8.00 | 7.54 | 7.14 |
| Third Quartile | 7.25 | 8.93 | 7.39 | 8.32 | 6.81 | 8.73 | 6.37 | 8.50 | 8.75 | 8.24 |
| 1984 Median | 5.37 | 6.41 | 5.77 | 7.24 | 5.90 | 8.08 | 5.63 | 7.70 | 7.74 | 6.80 |
| SHIPPING & RECEIVING JOBS (39 – 43) | | | | | | | | | | |
| *39. Foreman (Working)* | 33 | 185 | 138 | 2218 | 44 | 119 | 11 | 76 | 99 | 8863 |
| First Quartile | - | 6.92 | 7.12 | 7.59 | - | 8.67 | - | - | - | 7.42 |
| Median | 7.37 | 8.50 | 7.49 | 8.16 | 8.50 | 9.25 | 5.62 | 10.33 | 9.25 | 8.46 |
| Third Quartile | - | 9.43 | 7.95 | 8.63 | - | 10.67 | - | - | - | 9.43 |
| 1984 Median | 6.49 | 7.87 | 7.37 | 7.75 | 8.25 | 9.13 | 8.50 | 10.00 | 8.50 | 8.00 |

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SRI LABOR SURVEY - SEPTEMBER 1985

HOURLY EMPLOYEES

| JOB CLASSIFICATION | REGION 1 | REGION 2 & 3 | REGION 4 | REGION 5 & 6 | REGION 7 | REGION 8 | REGION 9 & 10 | REGION 11 & 12 | REGION 13 | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| 40. *Shipper–Material Handler* | 1811 | 10610 | 5018 | 28850 | 236 | 8222 | 6612 | 3510 | 218 | 689147 |
| First Quartile | 6.06 | 6.77 | 5.79 | 7.21 | 5.87 | 6.11 | 6.01 | 6.72 | 5.70 | 6.45 |
| Median | 6.37 | 7.53 | 6.25 | 8.15 | 7.17 | 7.03 | 5.50 | 7.49 | 6.60 | 7.49 |
| Third Quartile | 7.10 | 7.71 | 7.17 | 8.45 | 8.25 | 7.95 | 7.46 | 8.57 | 7.59 | 8.28 |
| 1984 Median | 6.37 | 7.09 | 6.43 | 7.83 | 5.99 | 6.58 | 6.01 | 7.00 | UNDER 5.00 | 7.05 |
| 41. *Packer* | 157 | 24712 | 8510 | 25119 | 11 | 196 | 286 | 375 | 286 | 71172 |
| First Quartile | 5.49 | 5.45 | 5.06 | 6.89 | - | 5.18 | 5.60 | 5.22 | 7.63 | 5.67 |
| Median | 7.12 | 7.32 | 5.88 | 7.80 | 7.38 | 5.74 | 5.87 | 6.58 | 8.67 | 6.95 |
| Third Quartile | 7.74 | 7.39 | 7.07 | 8.02 | - | 6.33 | 6.25 | 7.51 | 8.83 | 7.48 |
| 1984 Median | 5.37 | 6.78 | 5.64 | 6.66 | 5.12 | 6.50 | UNDER 5.00 | 6.32 | UNDER 5.00 | 6.50 |
| 42. *Truck Operator* | 64 | 167 | 1711 | 8129 | 32 | 2913 | 3511 | 128 | 2811 | 22796 |
| First Quartile | - | 8.00 | 5.83 | 7.02 | - | 6.22 | 6.18 | 7.50 | 6.84 | 6.66 |
| Median | 6.75 | 9.25 | 6.33 | 7.56 | 11.75 | 7.81 | 7.07 | 8.75 | 7.74 | 7.54 |
| Third Quartile | - | 10.80 | 7.17 | 8.84 | - | 7.91 | 8.90 | 9.50 | 8.61 | 8.79 |
| 1984 Median | 6.37 | 7.81 | 7.06 | 7.41 | - | 9.25 | 6.37 | 7.62 | 7.37 | 7.50 |
| 43. *Clerk* | 55 | 1710 | 184 | 5228 | 53 | 138 | 54 | 44 | 95 | 12871 |
| First Quartile | - | 6.81 | 6.06 | 6.52 | - | 6.38 | - | - | - | 6.53 |
| Median | 6.72 | 7.80 | 6.75 | 7.44 | 7.12 | 7.83 | 8.25 | 8.00 | 9.10 | 7.39 |
| Third Quartile | - | 8.75 | 7.19 | 8.57 | - | 9.36 | - | - | - | 8.30 |
| 1984 Median | 6.37 | 6.24 | 5.93 | 7.99 | 6.44 | 9.09 | 7.00 | 7.15 | 8.27 | 7.66 |
| MAINTENANCE JOBS (44 – 47) | | | | | | | | | | |
| 44. *Foreman (Working)* | 44 | 1410 | 1812 | 2418 | 55 | 1411 | 54 | 1010 | 44 | 9878 |
| First Quartile | - | 8.60 | 8.12 | 8.59 | - | 9.25 | - | 10.42 | - | 8.63 |
| Median | 9.25 | 10.12 | 8.88 | 9.25 | 11.99 | 10.75 | 8.75 | 11.50 | OVER 13.00 | 10.49 |
| Third Quartile | - | 11.31 | 9.90 | 10.96 | - | 11.75 | - | 12.42 | - | 11.57 |
| 1984 Median | 8.50 | 9.18 | 8.67 | 10.99 | 11.49 | 10.99 | 10.37 | 11.99 | OVER 13.00 | 10.42 |
| 45. *Mechanic* | 156 | 10123 | 7618 | 35858 | 207 | 8726 | 6812 | 2914 | 5213 | 806177 |
| First Quartile | 8.08 | 8.51 | 6.91 | 8.14 | 9.31 | 8.30 | 7.25 | 7.91 | 8.73 | 8.09 |
| Median | 8.42 | 8.98 | 8.15 | 8.98 | 10.00 | 9.49 | 8.75 | 9.20 | 10.06 | 8.99 |
| Third Quartile | 9.70 | 9.65 | 9.13 | 10.08 | 11.00 | 10.64 | 10.57 | 10.25 | 11.17 | 10.16 |
| 1984 Median | 8.99 | 8.36 | 7.95 | 8.84 | 8.25 | 10.06 | 8.37 | 9.34 | 9.99 | 8.74 |
| 46. *Electrician* | 75 | 4316 | 197 | 6930 | 32 | 218 | 214 | 105 | 53 | 19880 |
| First Quartile | - | 9.65 | 7.62 | 9.07 | - | 9.87 | 10.91 | 7.18 | - | 9.31 |
| Median | 9.75 | 9.93 | 9.25 | 9.69 | 11.25 | 10.64 | 11.17 | 7.92 | 12.67 | 9.95 |
| Third Quartile | - | 11.25 | 10.25 | 10.15 | - | 10.95 | 11.28 | 11.25 | - | 11.01 |
| 1984 Median | 9.49 | 10.17 | 7.99 | 9.69 | 8.87 | 10.25 | 7.12 | 10.25 | 10.75 | 9.75 |

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SRI LABOR SURVEY - SEPTEMBER 1985

HOURLY EMPLOYEES

| JOB CLASSIFICATION | REGION 1 | REGION 2 & 3 | REGION 4 | REGION 5 & 6 | REGION 7 | REGION 8 | REGION 9 & 10 | REGION 11 & 12 | REGION 13 | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| *47. Helper-Trainee* | 22 | 1411 | 64 | 7161 | 54 | 63 | 83 | 62 | 88 | 12698 |
| First Quartile | - | 5.21 | - | 6.55 | - | - | - | - | - | 5.92 |
| Median | 6.00 | 6.12 | 6.75 | 7.49 | 5.87 | 9.18 | UNDER 5.00 | 7.50 | 6.00 | 6.98 |
| Third Quartile | - | 7.56 | - | 8.71 | - | - | - | - | - | 8.63 |
| 1984 Median | 5.87 | 5.62 | 6.00 | 7.81 | 5.87 | 9.50 | 7.12 | UNDER 5.00 | 5.25 | 7.37 |
| TOOL ROOM JOBS (48 – 54) | | | | | | | | | | |
| *48. Foreman (Working)* | 22 | 106 | 44 | 2520 | 44 | 44 | 22 | 22 | 54 | 5848 |
| First Quartile | - | 9.21 | - | 10.25 | - | - | - | - | - | 11.13 |
| Median | 12.00 | 11.75 | OVER 13.00 | 12.75 | OVER 13.00 | OVER 13.00 | OVER 13.00 | 11.50 | OVER 13.00 | OVER 13.00 |
| Third Quartile | - | 12.55 | - | OVER 13.00 | - | - | - | - | - | OVER 13.00 |
| 1984 Median | 12.00 | 10.75 | 10.75 | 11.99 | OVER 13.00 | 11.50 | 8.75 | OVER 13.00 | OVER 13.00 | OVER 13.00 |
| *49. Mold/Die Designer* | - | 21 | 53 | 168 | 83 | 22 | - | 74 | - | 4021 |
| First Quartile | - | - | - | 7.56 | - | - | - | - | - | 8.06 |
| Median | - | OVER 13.00 | 9.17 | 9.75 | 9.50 | 12.00 | - | OVER 13.00 | - | 9.89 |
| Third Quartile | - | - | - | 10.38 | - | - | - | - | - | OVER 13.00 |
| 1984 Median | - | - | 7.87 | 8.99 | 6.62 | OVER 13.00 | - | 12.50 | OVER 13.00 | 8.84 |
| *50. Mold Maker/Lead Man* | 32 | 85 | 11 | 209 | 42 | 66 | 11 | 33 | 22 | 4831 |
| First Quartile | - | - | - | 9.73 | - | - | - | - | - | 10.23 |
| Median | OVER 13.00 | OVER 13.00 | 10.25 | 10.75 | 13.00 | OVER 13.00 | 10.25 | OVER 13.00 | 12.00 | 12.65 |
| Third Quartile | - | - | - | 12.96 | - | - | - | - | - | OVER 13.00 |
| 1984 Median | 12.75 | 11.87 | 10.25 | 12.69 | 11.49 | OVER 13.00 | 9.49 | OVER 13.00 | OVER 13.00 | OVER 13.00 |
| *51. Mold Maker* | 336 | 388 | 325 | 8221 | 224 | 4510 | 84 | 196 | 136 | 29270 |
| First Quartile | 9.55 | 10.18 | 8.54 | 8.59 | 12.92 | 10.62 | - | 11.49 | OVER 13.00 | 9.32 |
| Median | 11.62 | 11.35 | 8.88 | 10.95 | OVER 13.00 | 11.49 | 10.00 | OVER 13.00 | OVER 13.00 | 11.48 |
| Third Quartile | 12.75 | OVER 13.00 | 10.50 | OVER 13.00 | OVER 13.00 | OVER 13.00 | - | OVER 13.00 | OVER 13.00 | OVER 13.00 |
| 1984 Median | 11.10 | 9.99 | 8.46 | 11.27 | 12.99 | 12.63 | 10.00 | OVER 13.00 | 7.37 | 11.71 |
| *52 Mold Repair Man* | 94 | 115 | 33 | 13332 | 32 | 205 | 22 | 106 | 85 | 19964 |
| First Quartile | - | 7.92 | - | 8.47 | - | 7.92 | - | 8.83 | - | 8.43 |
| Median | 9.37 | 10.33 | 8.25 | 9.74 | 10.75 | 10.41 | 6.37 | 9.50 | 12.17 | 9.99 |
| Third Quartile | - | OVER 13.00 | - | 11.53 | - | 12.25 | - | 11.12 | - | 11.73 |
| 1984 Median | 11.66 | 7.99 | 10.25 | 9.86 | 12.31 | 12.56 | 7.12 | 7.38 | 11.00 | 9.96 |
| *53. Machinist* | 55 | 3513 | 96 | 7422 | 53 | 196 | 134 | 52 | 31 | 16862 |
| First Quartile | - | 9.37 | - | 8.84 | - | 10.40 | 8.62 | - | - | 9.15 |
| Median | 9.25 | 11.14 | 7.87 | 10.13 | 11.25 | 11.40 | 9.99 | 12.99 | 12.25 | 10.32 |
| Third Quartile | - | OVER 13.00 | - | 11.05 | - | 12.49 | OVER 13.00 | - | - | 11.45 |
| 1984 Median | 7.12 | 9.69 | 7.12 | 9.99 | 10.75 | 8.75 | 9.83 | 10.75 | 12.25 | 9.82 |

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SRI LABOR SURVEY - SEPTEMBER 1985

HOURLY EMPLOYEES

| JOB CLASSIFICATION | REGION 1 | REGION 2 & 3 | REGION 4 | REGION 5 & 6 | REGION 7 | REGION 8 | REGION 9 & 10 | REGION 11 & 12 | REGION 13 | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| 54. Apprentice | 42 | 97 | 43 | 4822 | 32 | 33 | 21 | 82 | 64 | 8746 |
| First Quartile | - | - | - | 6.58 | - | - | - | - | - | 6.29 |
| Median | 6.18 | 6.49 | 7.87 | 7.63 | 7.87 | 8.67 | UNDER 5.00 | 7.69 | 6.75 | 7.54 |
| Third Quartile | - | - | - | 9.09 | - | - | - | - | - | 8.90 |
| 1984 Median | 5.37 | 6.49 | 5.62 | 7.97 | 9.25 | 7.87 | UNDER 5.00 | 5.74 | 8.25 | 7.39 |
| MISCELLANEOUS JOBS (55 – 56) | | | | | | | | | | |
| 55. General Hand Labor Trainee | 183 | 818 | 324 | 20018 | - | 427 | 52 | 364 | 465 | 46051 |
| First Quartile | 6.56 | 8.03 | 7.03 | 6.54 | - | 6.12 | - | 5.75 | 6.17 | 6.49 |
| Median | 6.67 | 8.29 | 7.11 | 7.01 | - | 6.62 | UNDER 5.00 | 7.50 | 8.11 | 7.14 |
| Third Quartile | 7.01 | 9.08 | 7.18 | 8.08 | - | 8.52 | - | 7.90 | 8.32 | 8.12 |
| 1984 Median | 6.81 | 7.85 | 5.55 | 6.73 | UNDER 5.00 | 6.78 | UNDER 5.00 | 9.00 | 7.28 | 6.17 |
| 56. Porter-Janitor, etc. | 138 | 2416 | 1811 | 13246 | 166 | 2315 | 308 | 139 | 1812 | 287131 |
| First Quartile | 5.31 | 5.08 | 5.12 | 6.03 | 6.05 | UNDER 5.00 | 5.40 | 6.12 | UNDER 5.00 | 5.42 |
| Median | 5.74 | 6.25 | 5.49 | 7.24 | 6.23 | 5.91 | 5.62 | 6.92 | 5.93 | 6.49 |
| Third Quartile | 6.37 | 8.17 | 5.71 | 7.87 | 7.09 | 6.68 | 5.87 | 7.19 | 6.87 | 7.59 |
| 1984 Median | 6.68 | 5.70 | 5.33 | 7.13 | 6.06 | 7.29 | 5.55 | 6.06 | 5.00 | 6.42 |

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SRI LABOR SURVEY - SEPTEMBER 1985

SALARIED EMPLOYEES

| JOB CLASSIFICATION | REGION 1 | REGION 2 & 3 | REGION 4 | REGION 5 & 6 | REGION 7 | REGION 8 | REGION 9 & 10 | REGION 11 & 12 | REGION 13 | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| 1. Compression | 33 | 114 | - | 6318 | 41 | 102 | 303 | 11 | - | 12232 |
| First Quartile | - | 1650 | - | 1450 | - | UNDER 1400 | 1642 | - | - | 1542 |
| Median | UNDER 1400 | 1750 | - | 1783 | 1875 | 1400 | 1865 | 2650 | - | 1764 |
| Third Quartile | - | 1850 | - | 2040 | - - | 1617 | 2100 | - | - | 1997 |
| 1984 Median | 1400 | 1840 | - | 1692 | 1950 | 1575 | 1550 | 2400 | 2050 | 1756 |
| 2. Injection | 2710 | 379 | 268 | 15235 | 155 | 4613 | 72 | 105 | 168 | 33695 |
| First Quartile | 1450 | 1750 | 1650 | 1578 | 2050 | 1655 | - | 1938 | 2225 | 1635 |
| Median | 1699 | 2140 | 1863 | 1825 | 2450 | 2050 | 2050 | 2000 | 2700 | 1945 |
| Third Quartile | 2150 | 2450 | 2525 | 2207 | 2750 | 2255 | - | 2225 | OVER 3200 | 2285 |
| 1984 Median | 1750 | 2375 | 1719 | 1785 | 1899 | 2367 | 2050 | 2350 | 2050 | 1897 |
| 3. Blow .olding | - | 103 | - | 142 | - | 52 | 11 | 11 | - | 319 |
| First Quartile | - | 1925 | - | 2129 | - | - | - | - | - | 2099 |
| Median | - | 2475 | - | 2193 | - | 2517 | 2150 | OVER 3200 | - | 2250 |
| Third Quartile | - | 2518 | - | 2425 | - | - | - | - | - | 2540 |
| 1984 Median | - | 2150 | - | 1999 | - | 1550 | - | OVER 3200 | - | 2023 |
| 4. Extrusion | 62 | 338 | 247 | 189 | 21 | 3410 | 173 | 62 | 83 | 14845 |
| First Quartile | - | 1843 | 1843 | 2038 | - | 2016 | 2240 | - | - | 1928 |
| Median | 2050 | 1999 | 2200 | 2575 | 2700 | 2218 | 2750 | 2300 | 2441 | 2219 |
| Third Quartile | - | 2225 | 2370 | 3013 | - | 2310 | 3025 | - | - | 2504 |
| 1984 Median | 2163 | 1838 | 1799 | 2156 | 2400 | 2038 | 2250 | 2050 | 2167 | 2055 |
| 5. Reinforced | - | 54 | 64 | 135 | 31 | 32 | 93 | 103 | 124 | 6126 |
| First Quartile | - | - | - | 1883 | - | - | - | 1692 | 2325 | 1870 |
| Median | - | 1699 | 1850 | 2067 | 1950 | 1850 | 2250 | 2300 | 2500 | 2160 |
| Third Quartile | - | - | - | 2263 | - | - | - | 2663 | 2775 | 2475 |
| 1984 Median | - | 1599 | 1450 | 1799 | 1899 | 2450 | 2350 | - | 2199 | 2033 |
| 6. Thermoforming | 11 | 114 | 63 | 4210 | - | 53 | 33 | 33 | 11 | 7228 |
| First Quartile | - | 2067 | - | 2031 | - | - | - | - | - | 2015 |
| Median | OVER 3200 | 2250 | 1950 | 2190 | - | 1950 | 2050 | 2750 | OVER 3200 | 2192 |
| Third Quartile | - | 2750 | - | 2513 | - | - | - | - | - | 2613 |
| 1984 Median | - | 2020 | 1783 | 2120 | - | 1950 | 1650 | 2550 | - | 2030 |
| 7. E.P.S. Foam | - | 41 | 73 | 224 | - | 63 | 165 | 11 | 72 | 6319 |
| First Quartile | - | - | - | 1915 | - | - | 1525 | - | - | 1745 |
| Median | - | 1825 | 1733 | 2050 | - | 1850 | 1900 | 2550 | 2450 | 1933 |
| Third Quartile | - | - | - | 2263 | - | - | 1990 | - | - | 2117 |
| 1984 Median | 2050 | 1800 | 1681 | 1929 | - | 1625 | 1858 | 2450 | 2000 | 1820 |
| | | | | | | | | | | |

KEY. 21 means 2 employees in 1 company
173 means 17 employees in 3 companies

| JOB CLASSIFICATION | REGION 1 | REGION 2 & 3 | REGION 4 | REGION 5 & 6 | REGION 7 | REGION 8 | REGION 9 & 10 | REGION 11 & 12 | REGION 13 | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| 8. *Finishing* | 135 | 54 | 64 | 7026 | 11 | 85 | 44 | 41 | - | 11150 |
| First Quartile | 1516 | - | - | 1588 | - | - | - | - | - | 1582 |
| Median | 1750 | 1750 | 1800 | 1913 | OVER 3200 | 1488 | 1850 | 1783 | - | 1893 |
| Third Quartile | 2250 | - | - | 2075 | - | - | - | - | - | 2076 |
| 1984 Median | 1600 | 1867 | 1775 | 1904 | 2117 | 1999 | 1750 | - | 2050 | 1871 |
| 9. *Fabrication* | 11 | 104 | 21 | 2510 | - | 186 | 63 | 33 | - | 6528 |
| First Quartile | - | 1775 | - | 1927 | - | 1575 | - | - | - | 1683 |
| Median | 1850 | 2150 | 1550 | 1977 | - | 1850 | 2050 | 2350 | - | 1967 |
| Third Quartile | - | 2337 | - | 2088 | - | 2087 | - | - | - | 2163 |
| 1984 Median | - | 1780 | 1500 | 2133 | - | 2025 | 1750 | 2100 | 2050 | 2018 |
| 10. *Inspection* | 98 | 1311 | 139 | 6142 | 33 | 1514 | 66 | 33 | 96 | 132102 |
| First Quartile | - | 1975 | 1616 | 1583 | - | 1767 | - | - | - | 1710 |
| Median | 2050 | 2350 | 1750 | 1960 | 2050 | 2050 | 2000 | 1750 | 2075 | 2021 |
| Third Quartile | - | 2625 | 2138 | 2350 | - | 2350 | - | - | - | 2553 |
| 1984 Median | 1750 | 1850 | 1650 | 1792 | 1750 | 1983 | 1900 | 1550 | 2100 | 1800 |
| 11. *Shipping & Receiving* | 77 | 2218 | 1410 | 5741 | 33 | 1815 | 1610 | 65 | 76 | 150115 |
| First Quartile | - | 1675 | 1675 | 1670 | - | 1583 | 1850 | - | - | 1688 |
| Median | 2050 | 1875 | 1900 | 2013 | 2050 | 1900 | 2050 | 2100 | 2050 | 1988 |
| Third Quartile | - | 2142 | 2150 | 2175 | - | 2150 | 2500 | - | - | 2174 |
| 1984 Median | 2100 | 1988 | 1899 | 1972 | 1650 | 2050 | 1850 | 1950 | 1900 | 1959 |
| 12. *Maintenance* | 55 | 2218 | 149 | 6845 | 44 | 1613 | 1911 | 54 | 87 | 161116 |
| First Quartile | - | 2015 | 1925 | 1980 | - | 2200 | 2075 | - | - | 2029 |
| Median | 2150 | 2183 | 2100 | 2213 | 2550 | 2400 | 2275 | 2650 | 2600 | 2268 |
| Third Quartile | - | 2356 | 2375 | 2480 | - | 2700 | 2925 | - | - | 2581 |
| 1984 Median | 2350 | 2075 | 1899 | 2164 | 1650 | 2190 | 2117 | 2400 | 2450 | 2159 |
| 13. *Tool Room* | 66 | 119 | 1110 | 3524 | 33 | 99 | 66 | 44 | 44 | 8975 |
| First Quartile | - | 1999 | 2075 | 2025 | - | - | - | - | - | 2094 |
| Median | 2550 | 2350 | 2399 | 2299 | 2750 | 2799 | 2800 | 2450 | 3150 | 2475 |
| Third Quartile | - | 2950 | 2550 | 2950 | - | - | - | - | - | 3025 |
| 1984 Median | 2300 | 2517 | 2050 | 2199 | 2350 | 2900 | 3150 | 2450 | OVER 3200 | 2329 |

KEY. 21 means 2 employees in 1 company
173 means 17 employees in 3 companies

## LIST OF PARTICIPANTS

### A

A.O. Smith-Inland, Inc.
Little Rock, AR 72209

Accent Plastics, Inc.
Fullerton, CA 92631

Airlite Plastics, Co.
Omaha, NE 68101

All American Enterprises, Inc.
Alburquerque, NM 87123

Allen Extruders
Holland, MI 49423

Allied Industries
Rogers, MN 55374

Alphatech Molding, Inc.
Devon, PA 19330

Almar Molded Products, Inc.
Nashville, TN 37202

American Can Company
Batavia, IL 60510

American Thermoplastic Extrusion, Co.
Hialeah, FL 33014

An-Cor Industrial Plastics, Inc.
N. Tonawanda, NY 14120

Anchor Tool & Plastics, Inc.
Holden Valley, MN 55427

ATCO Plastics
Plainville, MA 02762

Atlas Plastics Corporation
Cape Giradeau, MO 63701

### B

Ball Unimark Plastics Div.
Greenville, SC 29602

Glenn Beall Engineering, Inc.
Gurnee, IL 60031

Bemis Manufacturing, Co.
Sheboygan Falls, WI 53085

Berry Packaging, Inc.
Sallisaw, OK 74955

Big Valley Plastics, Inc.
Sumner, WA 98390

Bixby International, Corp.
Newburyport, MA 01950

Blako Industries, Inc.
Dunbridge, OH 43414

Boise Cascade Consumer Packaging Div.
Hazelwood, MO 63042

Bunnell Plastics, Inc.
Mickleton, NJ 08056

### C

C&G/Mercury Plastics
Sunland, CA 91040

Cadillac Products, Inc.
Sterling Heights, MI 48077

Calvert, Inc.
El Cajon, CA 92020

Capistrano Plastics, Inc.
San Juan Capistrano, CA 92675

Cardinal Fibreglass, Ind.
Pert Amboy, NJ 08862

Cascade Engineering
Grand Rapids, MI 49503

Cashiers Structural Foam
Cashiers, NC 28717

Cellofoam/Southeastern
Conyer, GA 30207

Celpro, Inc.
Kent, WA 98031

CertainTeed Corporation
McPherson, KS 67460

Chili Plastics, Inc.
Rochester, NY 14624

Clearplass Containers, Inc.
Lyons, NY 14489

Coastal Engineered Products, Co.
Varnville, SC 29944

Colgate Plastics, Corp.
Buffalo, NY 14220

Container Corporation of America
Wilmington, DE 19899

Continental Plastics, Inc.
Triadelphia, WV 26059

Crane Plastics, Inc.
Columbus, OH 43216

Creative Pultrusions, Inc.
Alum Bank, PA 15521

Crescent Plastics, Inc.
Evansville, IN 47711

Crosby Manufacturing Co.
Crosby, MN 56441

Crown Fiberglass
Orville, OH 44666

Cyclops Corp: Tex-Tube Div.
Houston, TX 77270

Custom Merchandise Corp.
Ridgefield, NJ 07657

## LIST OF PARTICIPANTS

### D

Dana Molded Products
Arlington Heights, IL 60006

DeKalb Molded Plastics
Butler, IN 46721

Delaware Valley Paper & Pkg., Inc.
Malvern, PA 19355

Diemolding Corporation
Canastota, NY 13032

Dimco-Gary Company
Centerville, OH 45459

### E

EFP Corporation
Elkhart, IN 46516

EPS Molding, Inc.
Houston, TX 77026

ERB, Inc.
Woodstock, GA 30188

ETM Plastics, Inc.
Clayton, IN 46118

Eagle Picher Plastics, Div.
Grabill, IN 46741

Eastern Steel Barrel
Piscataway, NJ 08854

Charles B. Edwards & Co., Inc.
Minneapolis, MN 54428

Electro-General Plastics Corp.
Cleveland, OH 44120

Enduro Fiber Glass Systems
Houston, TX 77001

Engineered Custom Plastic
Easley, SC 29640-0007

Engineering Plastics
Westboro, PA 01581

Ershigs, Inc.
Bellingham, WA 98227

Evart Products, Co.
Evart, MI 49631

Ex-Cell-O, Corp.
Athens, TN 37303

### F

Fabri-Kal Corporation
Kalamazoo, MI 49001

Fiberglas Canada, Inc.
Buelpn, Ontario, Canada NH6P6

Fibergrate Corporation
Addition, TX 75001

Fibernetics
Compton, CA 90220

Filon Div., Sohio Chemical Co.
Hawthorne, CA 90250

Fleck Co., Inc.
Auburn, WA 98002

Flexi Pac, Inc.
Santa Ana, CA 92705

Form Pac Corp.
Sandusky, OH 44870

### G

GW Plastics, Inc.
Bethea, VT 05030

Gage Industries, Inc.
Lake Oswego, OR 97034

General Industries, Co.
Elyria, OH 44036

General Marble Corporation
Rancho Cucamonga, CA 91730

Gerberit Mfg., Inc.
Michigan City, IN 46360

Gillette
Boston, MA 02106

Glasforms, Inc.
San Jose, CA 95125

The Glastic Company
South Euclid, OH 44121

The Goodyear Tire & Rubber Co.
Akron, OH 44316

Graber-Rogg, Inc.
Cranford, NJ 07016

### H

Hartwell Special Products, Co.
Placentia, CA 92670

Hasbrock Plastics, Inc.
Hamburg, NY 14075

Haysite Reinforced Plastics
Erie, PA 16509

Highland Plastics, Inc.
Pasadena, CA 91103

Hoffer Plastics
South Elgin, IL 60177

Holland Plastics, Inc.
Mt. Pleasant, IA 52641

Hopple Plastics, Inc.
Florence, KY 41042

Hughes Plastics
St. Joseph, MI 49085

Hughes Plastics Co., Inc.
Redwood City, CA 94063

Hunter Drums Ltd.
Bramalea, Ontario Canada L6T 4B3

Huron Plastics Inc.
St. Clair, MI 48079

I

Impact Extrusions, Inc.
Grand Prairie, TX 75051

Industrial Models, Inc.
Hollister, CA 95023

Industrial Molding Corp.
Torrance, CA 90504

Ingersoll-Rand Co.
Allentown, PA 18105

Ingress-Plastene
Crawfordsville, IN 47933

Insulated Building Systems, Inc.
McLean, VA 22102

Ironwood Plastics, Inc.
Ironwood, MI 49938

J

JSN Industries, Inc.
Irvine, CA 92714

Jaco Mfg., Co.
Brea, OH 44017

Jason Products Co.
Emeryville, CA 94608

Jay Printing Co.
Warwick, RI 02886

Jet/Plastica Industries, Inc.
Hatfield, PA 19440

S.C. Johnson & Son
Racine, WI 53403

Jones & Hunt, Inc.
Orwigsburg, PA 17961

Juno Tool & Plastic Corp.
Minnetonka, MN 55343

Justin Fiberglass
Georgetown, DE 19947

K

Kaysun Plastics, Inc.
Manitowoc, WI 54220

Keysor Century Corp.
Saugus, CA 91350

Kiehl Engineering Co.
Bensenville, IL 60106

King Plastics
Orange, CA 92667

Klockner Pentaplast of America, Inc.
Gordonsville, VA 22942

Koch Engineering
Marblehead, MA 10945

Koller Craft - Plastic Probe, Inc.
Fenton, MO 63026

Kurz-Kasch, Inc.
Dayton, OH 45439

L

L.B. Plastics, Inc.
Mooresville, NC 28115

L.W. Reinhold Plastics, Inc.
Los Angeles, CA 90003

Landis Plastics, Inc.
Chicago Ridge, IL 60415

Lauderdale Components, Inc.
Ft. Lauderdale, FL 33309

Leaktite Corporation
Leominster, MA 01453

Lenco Co.
Waverly, NE 68462

Leon Plastics
Grand Rapids, MI 49501

Lind Plastic Products, Inc.
Chicago, IL 60645

Lord Corporation
Eire, PA 16514

Lunn Industries, Inc.

M

Mack Molding Co.
Arlington, CT 05250

Maclin Company
Industry, CA 91746

Maiors, Inc.
Omaha, NE 68127

Mankato Corporation
Mankato, MN 56001

Martindell
W. Trenton, NJ 08628

## LIST OF PARTICIPANTS

Maryland Plastics, Inc.
Federalsburg, MD 21632

Master Industries, Inc.
Ansonia, OH 45303

Master Molded Products Corp.
Elgin, IL 60120

Mastic Corporation
South Bend, IN 46624

Mayfair Molded Products Corp.
Schiller Park, IL 60176

Medical Plastics, Inc.
Santa Ana, CA 92705

Menasha Corporation
Neenah, WI 54956

Mesa Fiberglass Products Company
Commerce City, CO 80022

Michigan Plastic Products Co.
Grand Haven, MI 49417

Micro Molding Company, Inc.
Ft. Worth, TX 76117

Modern Industrial Plastics
Dayton, OH 45414

Molded Container Corp.
Portland, OR 97202

Molded Fiber Glass
Ashtabula, OH 44004

Molded Fiberglass & Plastics
Oregon City, OR 97045

Moldtronics, Inc.
Downers Grove, IL 60605

Morrison Molded Fiber Glass Co
Bristol, VA 24203

### N

NVF Company
Willow Grove, PA 19090

National Plastics Corporation
Fort Wayne, IN 46825

New Jersey Tool & Die Company
Kenilworth, NJ 07033

Neward Enterprises
Cucamonga, CA 91730

### P

Pacific Allied Products
Ewa Beach, HI 96706

Packaging Systems Corp.
Orangeburg, NY 10962

Parkway Plastics, Inc.
Piscataway, NJ 08854

Peerless Molded Plastics, Inc.
Toledo, OH 43615

Pine River Plastics
St. Clair, MI 48079

Pixley-Richards, Inc.
Plymouth, MA 02360

Plano Molding Company
Plano, IL 60545

Plastic Art Products
Brighton, CO

Plastic Enterprises Co., Inc.
Independence, MO 64051

Plastic Industries
Athens, TN 37303

Plastic Moldings Corp.
Cincinnati, OH 45214

Plastics Products Co., Inc.
Linstrom, MN 55045

Plastics Mfg. Co.
Dallas, TX 75224

Plexco
Franklin Park, IL 60131

Poly Pipe Industries, Inc.
Gainesville, TX 76240

Polycel Corp.
Somerville, NJ 08876

PolyFoam, Inc.
Lester Prairie, MN 55354

Polymer Composites, Inc.
Winona, MN 55987

Polymer Extruded Product, Inc.
Newark, N.J. 07105

Polymer Raymond, Inc.
Middlefield, OH 44062

Portage Industries, Corp.
Portage, WI 53901

Polytainers Ltd.
Toronto, Ontario Canada M82 2R5

Precision Color & Chemical, Inc.
Concord, NC 28025

Precision Custom Products, Inc.
DeGraff, OH 43318

Precision Fiberglass Industries, Inc.
Newberry, SC 29108

## LIST OF PARTICIPANTS

Prent Corp.
Jamesville, WI 53547

Primex Plastics Corp.
Carson, CA 90749

Production Plastics Corp.
Kent, WA 98031

Profile Extrusion Co.
Hastings, MN 55033

Progressive Plastics, Inc.
Cleveland, OH 44135

Puget Corporation of Oregon
Portland, OR 97223

### Q

Quality Plastics
Newbera, OR 97132

### R

Rakar, Inc.
W. Los Angeles, CA 90025

Recto Molded Products, Inc.
Cincinnati, OH 45209

Red Ewald Inc.
Karnes City, TX 78118

Regal Plastics, Co.
Kansas City, MO 64127

Remcor
Williamstown, NJ 08094

Resistoflex Co.
Roseland, NJ 07068

Rheem Mfg. Co.
Edison, NJ 08837

Richmond Plastic Inc.
Richmond, VA 23235

Robin II, Inc.
Markeson, WI 53946

Rockwell International
Troy, MI 48084

Rockwell-Plastics
Troy, MI 48084

Romeo Rim, Inc.
Romeo, MI 48065

Russell-Stanley Corp.
Red Bank, NJ 07701

### S

Sandusky Plastics, Inc.
Sandusky, OH 44870

Sealright Co., Inc.
Los Angeles, CA 90023

Seaquist Plastics
Mukwonago, WI 53149

Shamrock Industries, Inc.
Minneapolis, MN 55411

Seller-Globe Engineered Polymers Co.
Mora, MN 55051

The Snow Corporation
Ft. Worth, TX 76107

Snyder Industries, Inc.
Lincoln, NE 68504

South Bend Plastics, Inc.
Mishawake, IN 46545

Southern Plastics Co.
Columbia, SC 29202

Spencer Plastic Products Corp.
Dale, IN 47523

Spokane Plastics, Inc.
Spokane, WA 99216

Styrex Industries, Inc.
High Point, NC 27262

Styro-Molders Corp.
Colorado Springs, CO 80907

Sunbeam Plastics
Evansville, IN 47711

Sunset Plastics Inc.
Anderson, CA 96007

Surf Chemical Inc.
Hackettstown, NJ 07840

### T

Tech-Way Industries Inc.
Franklin, OH 45005

Techform, Inc.
Mt. Airy, NC 27030

TechPlastics, Inc.
West Chicago, IL 60185

Tempress Inc.
Seattle, WA 98108

Tetra Plastics, Inc.
Chesterfield, MO 63017

Therma Foam Inc.
Fort Worth, TX 76106

Thermal Industries Inc.
Pittsburgh, PA 15221

Thermoplastic Molders Inc.
Okalhoma City, OK 73116

Tigerflex Corp.
Elk Grove Village, IL 60007

Tool Chemical Co., Inc.
Ferndale, MI 48220

Trans Plastics, Inc.
Conneaut, OH 44030

Tri-City Plastics, Inc.
Midland, MI 48640

Thompson Industries
Phoenix, AZ 85034

Tri State Foam Products, inc.
Martinsville, VA 24113

Triangle Plastics, Inc.
Winthrop, IA 50682

**U**

UC Industries
Parsippany, NJ 07054

U.S. Foam Inc.
Compton, CA 90222

**V**

Val-Tec, Inc.
Bensenville IL 60106

Variform, Inc.
Kearney, MO 64060

Vaupell Ind. - Plastics
Seattle, WA 98107

Veri-Nu Products Corporation
South El Monte, CA 91733

Vermont Plastics, Inc.
Montpelier, VT 05602

Vinyl Therm
Bloomington, MA 55420

**W**

Waterbury Companies, Inc.
Waterbury, CT 06720

Web Plastics Company
Richwood, OH 43344

R.D. Werner Co., Inc.
Franklin Park, IL 60131

Wess Plastic Mold, Inc.
Farmingdale, NY 11735

Western Can Co.
San Leandro, CA 94577

Western Insulfoam Corp.
Kent, WA 98032

Westlake Plastics Co.
Lenni, PA 19052

Witt Plastics, Inc.
Greenville, OH 45331

**X**

Xytec Plastics
Tacoma, WA 98499

**Z**

Zehrco Plastics, Inc.
Ashtabula, OH 44004

The Society of the
Plastics Industry, Inc.

355 Lexington Avenue
New York, New York 10017
(212) 503-0600

# JOB DESCRIPTIONS FOR PLASTICS MANUFACTURING PLANTS

**These revised descriptions have been prepared under the direction of the SPI Financial Management Committee. They are provided to indicate examples of typical work requirements in plants engaged in blow molding, compression molding, injection molding, extrusion, and reinforced plastics. The job descriptions are not intended and should not be used to restrict an employee to only one category of work. These are composite job descriptions based on individual classifications received from many manufacturing plants. The qualifications of the individual for the jobs listed are not shown.**

## SEPTEMBER, 1986

Supercedes September 1984 Job Descriptions

## MOLDING AND EXTRUSION

1. **WORKING FORMAN (Hourly Paid Supervisors)** – *Columns, 1, 2, 3, 11, 15, 22, and 28
   Supervises, instructs, directs and trains Molding department personnel in the proper performance of their duties. Sets and adjusts operating conditions. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Other duties might include routine equipment maintenance, giving relief and lunch breaks, supplying material to the press, housekeeping and performing duties of lower molding classifications, as required.

2. **SETUP MAIN AND/OR TROUBLE SHOOTER** — Columns 4, 12, 16 and 23
   Sets up molds in presses so that presses are ready for production when setup is completed. Removes mold and auxiliary equipment from press, sets next mold, locates and fastens on press, sets ejection, sets and adjusts to prescribed stroke, changing piping as required. Sets and adjusts machine controls. Sets up and prepares auxiliary equipment such as insert loaders, material loaders, shrink frames, pre-heaters, finishing tools and checks operation of press. Operates under detailed instructions and specifications but requires considerable ingenuity to improvise and adapt when necessary. May instruct trainees who assist him in mold and equipment changes and setups.

   Works closely with shift foreman and is capable of assuming temporary supervisory responsibilities in the absence of the foreman. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Sets and periodically adjusts machines operating conditions. May perform routine maintenance, give breaks, fill hoppers or set molds as required.

3. **MACHINE OPERATOR (Injection, Compression, Blow Molding)** — Columns 5, 7, 8 and 24.
   Operates under close supervision of foreman in handling molded parts from a machine. Usual duties may include removing parts from the press, loading inserts in the mold, removing inserts from the part, inspection, de-gating, grinding runners and inspecting parts, removing flash and performing a variety of minor finishing operations. May also pack finished parts, clean around press, fill hoppers and keep production and spoilage records.

   In general, employee in an "Operator" classification will *NOT* make machine or mold adjustments.

4. **COMPRESSION PREFORM MACHINE OPERATOR** — Column 6
   Sets up and adjusts a variety of dies in automatic preform machines to produce pills of proper weight, hardness and dimension. Maintains preform machines by lubrication, cleaning and adjustment. Determines need for die repair. Adjusts dies and machines to maintain proper quality. Works under some supervision. Keeps production records.

5. **FLOOR MAN (Floor Boy)** — Column 10
   Handles raw materials in production departments. Moves resin and color to proper press, mixes colors, fills hoppers. Locates and sets up shipping container, labels and cartons. May weigh bulk packaged items, grind or otherwise dispose of rejected parts, give breaks or clean up around press. Also may keep inventory records, sample material for testing supply operators with necessary tools, gloves, fixtures etc. as needs dictate. In smaller plants may handle the receipt and orderly warehouse storage of raw materials.

6. **MATERIAL MAN** — Columns 9, 14, 27 and 36
   In charge of all raw material warehousing. Sees that materials needed for daily production are set out in proper areas and available to production department. Mixes, blends or colors raw materials as required. Returns unused raw material to proper location in warehouse.

7. **EXTRUSION OPERATOR** — Column 13.
   Sets up and operates dies, extrusion machines, and auxiliary equipment on any type of die with a little or some supervision. Requires ability to vary prescribed operating conditions as necessary to produce quality parts. Works with a variety of extrusion materials. Changes and adjusts operating conditions such as heat, pressure, screw and conveyor speed, and cooling system to maintain proper quality. Fills hopper and lubricates and cleans machines. Keeps production records.

8. **REINFORCED PLASTICS OPERATOR** — Column 17.
   Operates molds and equipment used in molding reinforced plastics. Prepares molding equipment for operation. May prepare reinforcing medium and resin for molding. Loads reinforcing medium and resin or premix charges of prescribed amount into molding equipment. Carries out prescribed molding cycles. Makes minor adjustments to equipment, charge and/or cycle to obtain a quality product. Unloads part from molding equipment. May also perform finishing operations such as trimming, sawing, sanding, drilling etc. Keeps production records.

9. **REINFORCED FIBERGLASS PREFORM MACHINE OPERATOR** — Column 18.
   Operates preform machine after setups are completed. Loads materials to machine. Removes preforms from forming machines and transfers same to drying oven. May also operate automatic preform equipment with integral ovens. Checks weight and uniformity of preform periodically and makes adjustments to feed and spray mechanisms. Removes preforms from oven and inspects. Works under supervision. Keeps production records.

10. **REINFORCED PLASTICS FABRICATOR** — Column 19.
    Fabricator operates a variety of small and power tools to lay out and fabricate components and structures. May operate spray-up equipment in applying reinforcing material and resin to molds or alternately use hand lay-up techniques. Works from blueprints or follows prescribed procedures. May perform finishing operations.

11. **REINFORCED PLASTICS PULTRUDER OPERATOR** — Column 20.
    Pultruder operator sets up and operates pultrusion machine which draws continuous glass strands through resin bath, gathering device and dielectric preheat unit which provides heat throughout the operation and then through a heated die to complete the cure of the desired shape. Operator cuts shape to desired lengths from the continuous process.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 47

12. **REINFORCED PLASTICS FILAMENT WINDER OPERATOR** — Column 21.
Sets up and operates a filament winding machine in which continuous strands or bands of reinforcing material are drawn through a resin bath and wound on to a mandrel (mold), from a traversing carriage which passes from end to end of the mandrel. Checks band lay-out and width during operation. Removes excess resin and air from resin with rollers, cures and cuts product to desired length.

## EPS FOAM

13. **FOAM SHOP OPERATOR** — Column 25.
Sets up and operates molding equipment, wire cutters, and all fabricating equipment. Responsible for all billet cutting.

14. **MOLD OPERATOR** — Column 26.
Sets up and operates pre-expanders and molds, establishes cycles, maintains records, and performs minor maintenance on machine. Responsible for producing and packing a quality part.

## FINISHING

15. **FINISHER—GENERAL** — Column 29.
Operates a variety of small hand and bench tools to remove flash, clean holes, polish edges, drill and tap holes, remove gates, etc. Performs a variety of simple hand operations such as painting, wiping, assembling, scraping, filling. Equipment includes files, scrapers, drill presses, sanding machines, bench lathes, etc. Follows prescribed methods under supervision. Inspects and gauges parts as prescribed. Makes simple tool changes. May select, count, bulk pack, wrap parts of assemblies. Keeps production records.

16. **PAINTER & SPRAYER** — Column 30.
Operates spray painting equipment in the coating of plastic parts with a variety of finishes. Adjusts air pressure and nozzle to provide proper quality. May operate with fixtures, jigs, masks as required. Cleans equipment. Inspects work and changes operating conditions to maintain quality. Follows prescribed methods with some supervision. Keeps production records.

17. **BUFFING OPERATOR** — Column 31.
Performs polishing and buffing operations on a variety of molded parts to remove rough edges, file marks, scratches, etc. and to provide required finish. Makes up and changes wheels and applies proper compound. Follows specific instructions but uses care and some judgment to manipulate work to meet quality requirements. Operates under supervision. Keeps production records.

18. **TUMBLING OPERATOR** — Column 32.
Operates one or more tumbling barrels or wheelabrators to remove flash from molded parts. Loads parts and wood pegs, balls, sawdust and abrasive or polishing material into barrel. Operates barrels at prescribed speeds and for proper cycle. Removes parts, separating them from tumbling materials. Avoids mixing parts. Moves materials to and from tumbling area. Operates under detailed instructions. Keeps production records.

19. **SETUP MAN—FINISHING & PAINTING** — Column 33.
Sets up and adjusts a variety of finishing equipment such as multiple spindle drill presses, multiple unit drill presses, tapping heads, attachments, and machines, lathes, sanding and polishing machines, shearing and punching equipment, painting, imprinting, buffing and grinding equipment. Sets up for hand operations such as filing, sanding and scraping. Checks for quality, or sets up and adjusts a variety of paint spraying, coating, and printing equipment. Prepares paints and other coatings to cover various types of plastics. Maintains and cleans equipment. Requires knowledge of paints, lacquers, thinners, oils, and related materials. Requires ability to match colors. Checks for quality. May instruct operators in proper methods.

## FABRICATION

20. **MACHINE OPERATOR** — Column 34.
Operates such support equipment as punch press, rivetor, clincher, and drill press.

21. **ASSEMBLER** — Column 35.
Assembles components to produce production assemblies. May include some inspection bench work along with assembly.

## INSPECTION

22. **CHIEF INSPECTOR (Working)** — Column 37.
Responsible for the interpretation and enforcement of quality standards as established by Standards Division. Directs and instructs the various inspectors assigned to the press and finishing sections. Analyzes complaints and rejections, determines the cause and initiates preventive measures, such as special inspection or, if necessary, stops production until corrective action has taken place. Responsible for special gauges and assists in the design of same. Instructs personnel in their proper use. Checks inter-plant rejects, die inspection reports and approves the acceptance of all inserts and accessories. Prepares statistical reports of the mold and subsequent operations.

23. **INSPECTOR** — Column 38.
Inspects and gauges a variety of molded, finished and assembled plastic parts. Checks for and diagnoses defects such as blisters, cracks, defective finish, excessive flash, missing or displaced inserts. Inspects and gauges finished parts for proper drilling and tapping, deflashing, polishing, assembling, and machining. May perform 100% inspection or statistical sampling as directed. Follows prescribed methods and utilizes equipment as directed. Refers questionable conditions to supervisors but works with a minimum of supervision. May perform finishing operations to correct rejected parts.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 47

## SHIPPING AND RECEIVING

24. **FOREMAN (Working)** — Column 39.
Exercises overall supervision over operation of department to ship and receive materials and products. Responsible for receiving, checking and recording all incoming shipments. Responsible for proper and safe packing, economical and efficient routing, proper marking of shipments, preparation and inclusion of necessary packing slips and bills of lading. Responsible for working conditions, discipline, and morale in his department. Interprets and administers management policies and decisions. Responsible for accurate records.

25. **SHIPPER—MATERIAL HANDLER** — Column 40.
Moves raw materials and molded parts and packing materials to prescribed departments and locations. Uses hand and power trucks, hoists and other equipment. Loads and unloads trucks or freight cars. He may count, weigh and record when necessary.

26. **PACKER** — Column 41.
Selects, counts, bulk packs, or wraps parts or assemblies and other materials. Makes up cartons, seals and marks, inserts protective packing material. Trucks parts and packed cartons. Attaches and inserts packing slips, bills of lading, postage, as necessary. Wraps and crates shipments. May unpack and handle incoming shipments. Verifies shipments and receiving against packing slips and bills of lading. Keeps accurate production records.

27. **TRUCK OPERATOR** — Column 42.
Operates truck to transport raw materials, finished parts, and other materials between plant, warehouses, freight stations and other designated places. Loads and unloads truck. Prepares and checks necessary receipts, records and reports. Observes necessary safety precautions. May make minor repairs and performs minor maintenance on truck and other equipment.

28. **CLERK** — Column 43.
Receives incoming material, checking, counting, weighing to compare packing slips and bills of lading with purchase orders and requisitions. Records all incoming materials, reports shortages and damages, and routes materials and papers to proper destination. checks and records outgoing shipments. Prepares and uses proper packing slips and bills of lading. Addresses and routes shipments as directed. Maintains shipping and receiving records.

## MAINTENANCE

29. **FOREMAN (Working)** — Column 44.
Exercises overall supervision over operation of department to maintain buildings and equipment in satisfactory condition, and makes repairs as necessary. Plans and operates preventive maintenance program. Responsible for plant utilities and power plant. Provides janitor service. May act as plant safety coordinator. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

30. **MECHANIC** -- Column 45.
Keeps machinery, equipment and plant structure in operating condition. Maintains and installs piping, fittings, valves, gauges, traps, and all types of controls for high and low pressure hydraulic systems and steam and air lines. Performs carpentry and sheet metal work in fabricating and repairing benches, guards, boxes, trays, partitions, etc. Prepares locations and foundations. Lubricates machines and equipment and performs other plant maintenance work as required. Works under supervision.

31. **ELECTRICIAN** — Column 46.
Installs, maintains, repairs and adjusts a variety of electrical equipment such as motors, lighting circuits, power lines, fixtures, switches and controls. Performs routine maintenance and repairs on high frequency preheaters. Diagnoses and corrects difficulties to minimize production interruptions. Operates under supervision.

## TOOLROOM

32. **FOREMAN (Working)** — Column 48.
Exercises overall supervision over operation of department to construct, alter, maintain and repair molds, dies, jigs and fixtures, tools and other equipment. Plans work of department to meet production schedules. Controls quality of work in Tool Room and indirectly in production departments. Responsible for working conditions, discipline, and morale in his department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

33. **MACHINIST** — Column 53.
Operates such equipment as lathes, grinders, milling machines, radial drill presses, shapers and planers.

## MISCELLANEOUS

34. **GENERAL HAND, LABOR TRAINEE** — Columns 47 and 55.
Can be assigned to perform any task in manufacturing shop activities not covered by skilled classification; helper assigned to classified employee. Classified as General Labor or Trainee in Union Contract.

35. **PORTER—JANITOR, etc.** — Column 56.
Cleans, sweeps, scrubs, mops, and dusts factory areas and offices. Keeps rest rooms in order. Washes windows, sweeps sidewalks, shovels snow, cuts grass, maintains grounds. Removes scrap, waste material and performs other miscellaneous tasks. Works under specified routine or explicit direction.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 47

# LaborSurveyQuestionnaire

**LABOR SURVEY NO.47 (1985)**
**PLASTICS PROCESSING COMPANIES**

*Sponsored By: Financial Management Committee*

## EFFECTIVE DATE OF THIS SURVEY SEPTEMBER, 1985

PART ONE — INSTRUCTIONS

### GENERAL

1. Carefully study the Job Titles and Descriptions enclosed BEFORE attempting to complete this questionnaire. These descriptions are general by necessity since no standard now exists. There is wide variation in job responsibilities according to company size and type of business as well as between geographical locations. Please use your best judgment.

2. Analyze each of your jobs. Determine the principal and primary characteristics of each job upon which the wage rate(s) for that job were established. Report all employees whose characteristics match the job description according to wage paid.

3. Do not report any employee whose job is so unusual or non-standard in your company as to distort the reporting schedule. Do not report part-time employees or other temporary personnel.

4. Average Hourly Rate is the same as the straight time hourly rates (Base Rate) paid exclusive of premium pay for overtime, weekend work, holidays, shift differentials, and incentives. Do not include bonus payments that are *NOT* part of regular earnings; e.g. Christmas bonus. Regularly recurring bonuses, such as production bonuses, should be included.

### TURNOVER STATISTICS

"Turnover" is defined as the number of new employees hired to replace employees who have quit or been terminated, divided by the average permanent plant staffing for the year. A plant which started the year with 100 employees, then hired 50 employees as replacements during the year and ended the year with 100 employees had a 50% "Turnover". Do not include employees hired for temporary assignments such as vacation fill-ins, etc. See question 21 on page 6.

### HOW TO REPORT

Report number of employees by plant for each job according to nearest Hourly Rate as of **September, 1986–the effective date of this survey.**

1. The horizontal lines crossing the vertical job columns are for inserting the number of employees being reported by the hourly rate paid for each job. Example: You pay five injection molders (job title col. "7") $6.00 hourly and four injection molders $6.15 hourly. Insert the figure "9" in vertical column "7" on horizontal line "G" ($6.00-$6.24). The same method applies to all jobs you report. Do not use check marks, X's or tally marks. Use Arabic (1,2,5,7, etc.) numerals only.

2. Add the number of employees vertically in each job column and place sum in "total" box at the bottom (last line). Add the number of employees horizontally by rate line and place sum in total column at the right of tabular form (last column). Cross-check your footings across and down to see that the totals are equal.

### PREPARE SEPARATE QUESTIONNAIRES FOR EACH PLANT

Please complete a separate questionnaire for each establishment. An establishment (plant), for purposes of this survey, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

### WHEN AND WHERE TO RETURN

This questionnaire is to be returned to Dr. Ernest Kurnow, Professor of Business Statistics, Graduate School of Business Administration, New York University, 100 Trinity Place, New York, N.Y. 10006 in the self-addressed envelope enclosed. Please return the completed questionnaire by September 30th, 1986. Retain one copy for your records.

### FINAL REPORT

As in the past, the final industry report will automatically be made available to participants ***providing they have completed the enclosed Report Mailing Card.*** All figures of individual companies will be held in strict confidence.

*Return not later than September 30, 1985*

**THE SOCIETY OF THE PLASTICS INDUSTRY, INC.**
355 LEXINGTON AVENUE • NEW YORK, N.Y. 10017

## PART TWO — NUMBER OF H

| PROCESS OR DEPARTMENT | MOLDING | | | | | | | | | | EXTRUSION | | | | REINFORCED PLASTICS | | | | | | | THERMO-FORMING | | | E FO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| JOB TITLE | Foreman (comp. working) | Foreman (inj. working) | Foreman (blow-mold. working) | Set up Man - Troubleshooter | Compression Transfer Molding Operator | Compression Preform Molder | Injection Molding Operator | Blow Molding Operator | Material Man | Floor Man | Foreman (working) | Set up Man - Troubleshooter | Extrusion Operator | Material Man | Foreman (working) | Set up Man - Troubleshooter | Reinforced Plastics Operator | Reinforced Plastics Preform Operator | Reinforced Plastics Fabricator | Reinforced Plastics Pultruder Oper. | Reinforced Plastics Filament Winder Operator | Foreman (working) | Set up Man - Troubleshooter | Thermoforming Press Operator | Foam Shop Operator | |
| HOURLY RATE | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 2 |
| A Below $ 5.00 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| B 5.00 — 5.24 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| C 5.25 — 5.49 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| D 5.50 — 5.74 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| E 5.75 — 5.99 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| F 6.00 — 6.24 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G 6.25 — 6.49 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| H 6.50 — 6.74 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| I 6.75 — 6.99 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| J 7.00 — 7.24 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| K 7.25 — 7.49 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| L 7.50 — 7.74 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| M 7.75 — 7.99 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| N 8.00 — 8.49 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| O 8.50 — 8.99 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P 9.00 — 9.49 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Q 9.50 — 9.99 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| R 10.00 — 10.49 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| S 10.50 — 10.99 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| T 11.00 — 11.49 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| U 11.50 — 11.99 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| V 12.00 — 12.49 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W 12.50 — 12.99 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| X 13.00 & Over | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL EMPLOYEES | | | | | | | | | | | | | | | | | | | | | | | | | | |

**Note: Please list other hourly positions to be included in future surveys:** _____

IRI EMPLOYEES BY JOB TITLE

| | FINISHING | | | | | | FABRICATION | | | INSPECTION | | SHIPPING & RECEIVING | | | | | MAINTENANCE | | | | TOOL ROOM | | | | | | | MISCELLANEOUS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Material Man | Foreman (working) | Finisher - General | Painter and Sprayer | Buffing Operator | Tumbling Operator | Set up Man - Troubleshooter | Machine Operator | Assembler | Material Handler | Chief Inspector (working) | Inspector | Foreman (working) | Shipper-Material Handler | Packer | Truck Operator | Clerk | Foreman (working) | Mechanic | Electrician | Helper - Trainee | Foreman (working) | Mold Die Designer | Mold Maker/Lead Man | Mold Maker | Mold Repair Man | Machinist | Apprentice | General Hand, Labor Trainee | Porter-Janitor etc. | TOTAL HOURLY EMPLOYEES |
| 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | X |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| PART THREE — SALARIED EMPLOYEES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| JOB TITLE | FIRST LINE SUPERVISORS, FOREMAN | | | | | | | | | | | | | |
| PROCESS OR DEPARTMENT | MOLDING | | | EXTRUSION | REINFORCED | THERMOFORMING | EPS FOAM | FINISHING | FABRICATION | INSPECTION | SHIPPING & RECEIVING | MAINTENANCE | TOOL ROOM | TOTAL SALARIED EMPLOYEES |
| | COMPRESSION | INJECTION | BLOW MOLDING | | | | | | | | | | | |
| MONTHLY BASE SALARY EXCLUDING OVERTIME | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | X |
| A Under —$1,400 | | | | | | | | | | | | | | |
| B 1,400 — 1,499 | | | | | | | | | | | | | | |
| C 1,500 — 1,599 | | | | | | | | | | | | | | |
| D 1,600 — 1,699 | | | | | | | | | | | | | | |
| E 1,700 — 1,799 | | | | | | | | | | | | | | |
| F 1,800 — 1,899 | | | | | | | | | | | | | | |
| G 1,900 — 1,999 | | | | | | | | | | | | | | |
| H 2,000 — 2,099 | | | | | | | | | | | | | | |
| I 2,100 — 2,199 | | | | | | | | | | | | | | |
| J 2,200 — 2,299 | | | | | | | | | | | | | | |
| K 2,300 — 2,399 | | | | | | | | | | | | | | |
| L 2,400 — 2,499 | | | | | | | | | | | | | | |
| M 2,500 — 2,599 | | | | | | | | | | | | | | |
| N 2,600 — 2,699 | | | | | | | | | | | | | | |
| O 2,700 — 2,799 | | | | | | | | | | | | | | |
| P 2,800 — 2,899 | | | | | | | | | | | | | | |
| Q 2,900 — 2,999 | | | | | | | | | | | | | | |
| R 3,000 — 3,099 | | | | | | | | | | | | | | |
| S 3,100 — 3,199 | | | | | | | | | | | | | | |
| T 3,200 & Over | | | | | | | | | | | | | | |
| TOTAL EMPLOYEES | | | | | | | | | | | | | | |

**Refer to page 5 For Instructions Before Completing**

**INSTRUCTIONS FOR COMPLETING PART THREE ON SALARIED FIRST LINE SUPERVISORS** (See page 4)

A. Report number of salaried supervisors whose characteristics match the job title according to ***monthly*** **base salary rate. Include all salaried first line supervisors paid weekly, semi-monthly or monthly.** ***Exclude working foremen who are paid on an hourly basis.***

B. If a supervisor is non-exempt (eligible for overtime), monthly earnings should reflect average salary ***including*** overtime earnings.

C. Include supervisors who have combined shift and overall departmental responsibilities. Do not include general foremen having no shift responsibility.

D. Do not include compensation, such as profit sharing, Christmas bonus, etc. that are *NOT* part of regular earnings.

E. After completing Part Three on page 4, would you please answer the following questions:

1. Do you pay a Christmas Bonus to Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____
   _____

2. Do you have profit sharing or other incentive bonus plans for Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, briefly describe the type and how paid. _____
   _____

3. Do you pay overtime to Shift Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____
   _____

## PART FOUR — IDENTIFYING AND COROLLARY INFORMATION

Please answer on the basis of your plastics operation only.

### A. PLANT & SHIFT STATISTICS

1. Number of *hourly* employees in this plant. _____

2. Number of hours this plant operates each week.
   (includes all shifts) _____ Hours

3. Do you allow hourly employees daily rest periods?
   ☐ Yes ☐ No.
   If yes, how many minutes per period? _____Minutes
   How many periods per shift?_____

4. Do you pay piece work to molders and finishers?
   Molders: ☐ Yes ☐ No
   Finishers: ☐ Yes ☐ No

5. How many shifts do you run?
   ☐ One ☐ Two ☐ Three

6. How many hours in each shift?_____Hours

7. Do you rotate shifts? ☐ Yes ☐ No

8. Do you pay shift premiums? ☐ Yes ☐ No
   If yes, how do you pay shift premiums?

| | Cents Per Hour | % of Hourly Rate |
|---|---|---|
| Afternoon | _____ | _____ |
| Midnight | _____ | _____ |

### B. TYPE OF PROCESSOR

For purposes of special classification and more meaningful detail, please check the nature of your plastics processing business—

1. Type of business:
   ☐ Custom Processor
   ☐ Proprietary Processor
   ☐ Captive Processor

2. Type of processing:
   ☐ Blow Molding
   ☐ Compression/Transfer Molding
   ☐ Calendering
   ☐ Casting
   ☐ Coating
   ☐ Extrusion
   ☐ Fabricating
   ☐ Foam Processing
   ☐ Injection Molding
   ☐ Laminating
   ☐ Reaction Injection Molding (RIM)
   ☐ Reinforced
   ☐ Rotational Molding
   ☐ Thermoforming
   ☐ Other (Describe) _____

B. **UNION STATISTICS**

10. Is your shop unionized? ☐ Yes ☐ No
    If unionized, give full name of union.
    (Example: United Auto Workers, Glass Bottle Blowers, etc.)

    _____

11. What is the length of your present contract?

    _____

12. When does your present contract expire? (Date)

    _____

13. Does your present contract contain a wage reopener clause? ☐ Yes ☐ No

14. Does your present contract provide for cost-of-living increases? ☐ Yes ☐ No

    If yes, please explain briefly: _____

    _____

C. **VACATIONS, BONUS AND HOLIDAY STATISTICS FOR HOURLY EMPLOYEES**

15. Which of the following comes closest to your vacation policy? (One check per line)

| LENGTH OF VACATION | MINIMUM LENGTH OF SERVICE REQUIRED | | | | | |
|---|---|---|---|---|---|---|
| | 1 Year | 2 Years | 3 Years | 5 Years | 10 Years | OVER 10 YEARS (SPECIFY) |
| 1 Week | | | | | | |
| 2 Weeks | | | | | | |
| 3 Weeks | | | | | | |
| 4 Weeks | | | | | | |
| Over 4 Weeks | | | | | | |

16. Did you pay hourly employees a Christmas (or other special) bonus in 1984? ☐ Yes ☐ No
    If yes, to what extent?
    ☐ Less than one week's earnings
    ☐ One week's earnings
    ☐ Two week's earnings
    ☐ Other (Describe): _____

    _____

17. How many paid holidays do you give in a year _____ (number)?

18. If you have a specific paid sick day policy, how many days per year _____ or days per year of service ____ are company paid?

19. Does your company have a paid lunch period in 1985? ☐ Yes ☐ No

    If yes, how long _____ (in minutes)?

20. Regarding hourly employees, do you provide for (Place one check ✓ in each column)—

| How Paid | Group Life Insurance | Dental | Medical Plans | | | | Income Protection or Wage Indemnity Sickness & Accident | Pension Plan | Profit Sharing |
|---|---|---|---|---|---|---|---|---|---|
| | | | Basic | | Major | | | | |
| | | | Employee | Dependents | Employee | Dependents | | | |
| Paid by Co. in Full | | | | | | | | | |
| Co. and employee share | | | | | | | | | |
| Paid by employee in full | | | | | | | | | |
| No provisions for | | | | | | | | | |

D. **TURNOVER STATISTICS** (Refer to page 1 for instructions)

21. What was your hourly employee percentage turnover for most recent calendar or fiscal year _____ %

E. **FRINGE BENEFITS—HOURLY EMPLOYEES ONLY**

22. What was the average percentage of company paid fringe benefits to average hourly earnings for each of the following (Give percent to nearest tenth) for the most recent calendar or fiscal year:

_____ F.I.C.A.
_____ State Unemployment Comp.
_____ Federal Unemployment Comp.
_____ Overtime Premium
_____ Paid Vacations
_____ Workmen's Comp.
_____ Paid Holidays
_____ Paid Sick Days
_____ Paid Funeral & Jury Duty Leave
_____ Christmas Bonus (Or Gifts)
_____ Paid Lunch Rest Periods
_____ Paid Health & Insurance Plans
_____ Shift Differential
_____ Pension Plan
_____ Profit Sharing
_____ Other (Describe) _____
_____
_____ **Total Paid Fringe Benefits**